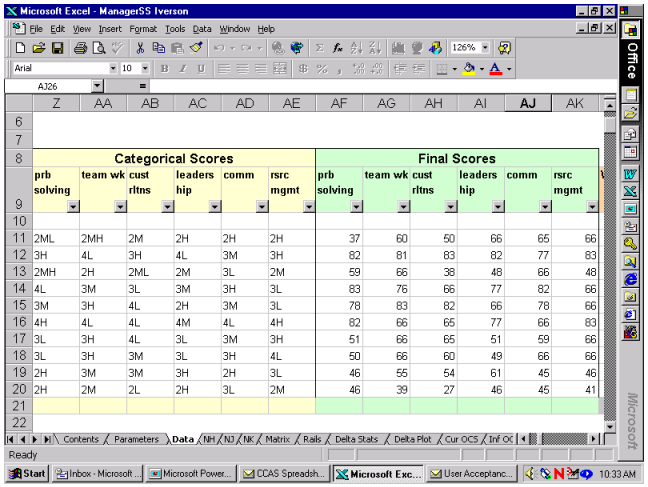
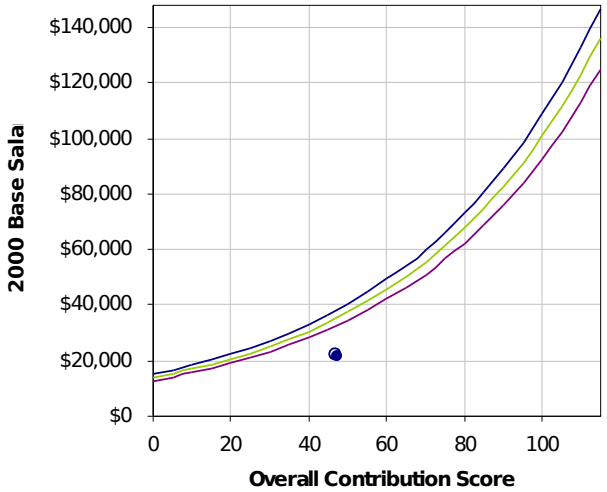




CCAS 2000

Supervisor/Manager Handbook:

The CCAS Spreadsheet

19 Sep 00

CCAS 2000

Supervisor/Manager Training:

How to Use the Manager Spreadsheet

CCAS 2000

Supervisor/Manager Training:

How to Use the Manager Spreadsheet

CCAS 2000

Supervisor/Manager Training:

How to Use the Manager Spreadsheet

- You are John Iverson

- The CCAS 2000 Managers Spreadsheet will be distributed one of two ways:
  1 - On a disk, hand-carried to the manager
  2 - Emailed to the manager

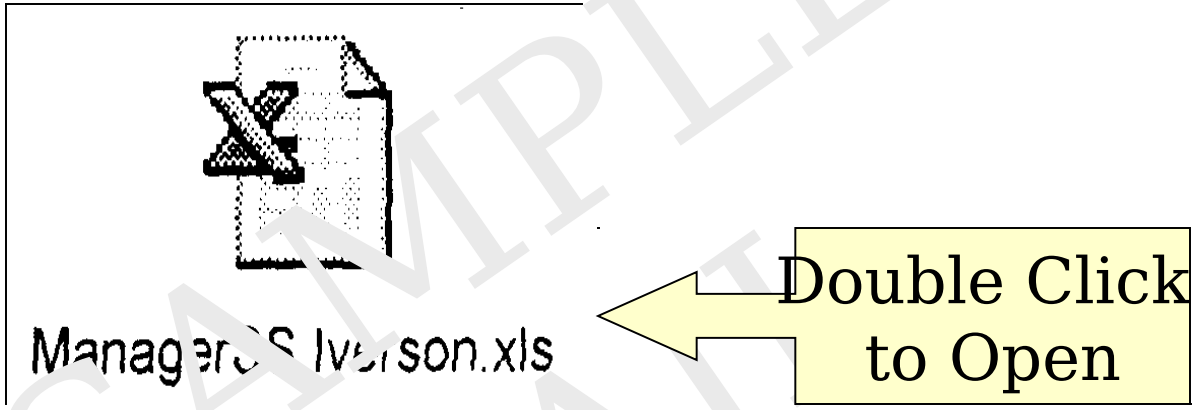
- Disk - open by inserting the disk into the A drive and click on the file “ManagerSS Iverson.xls”

OR

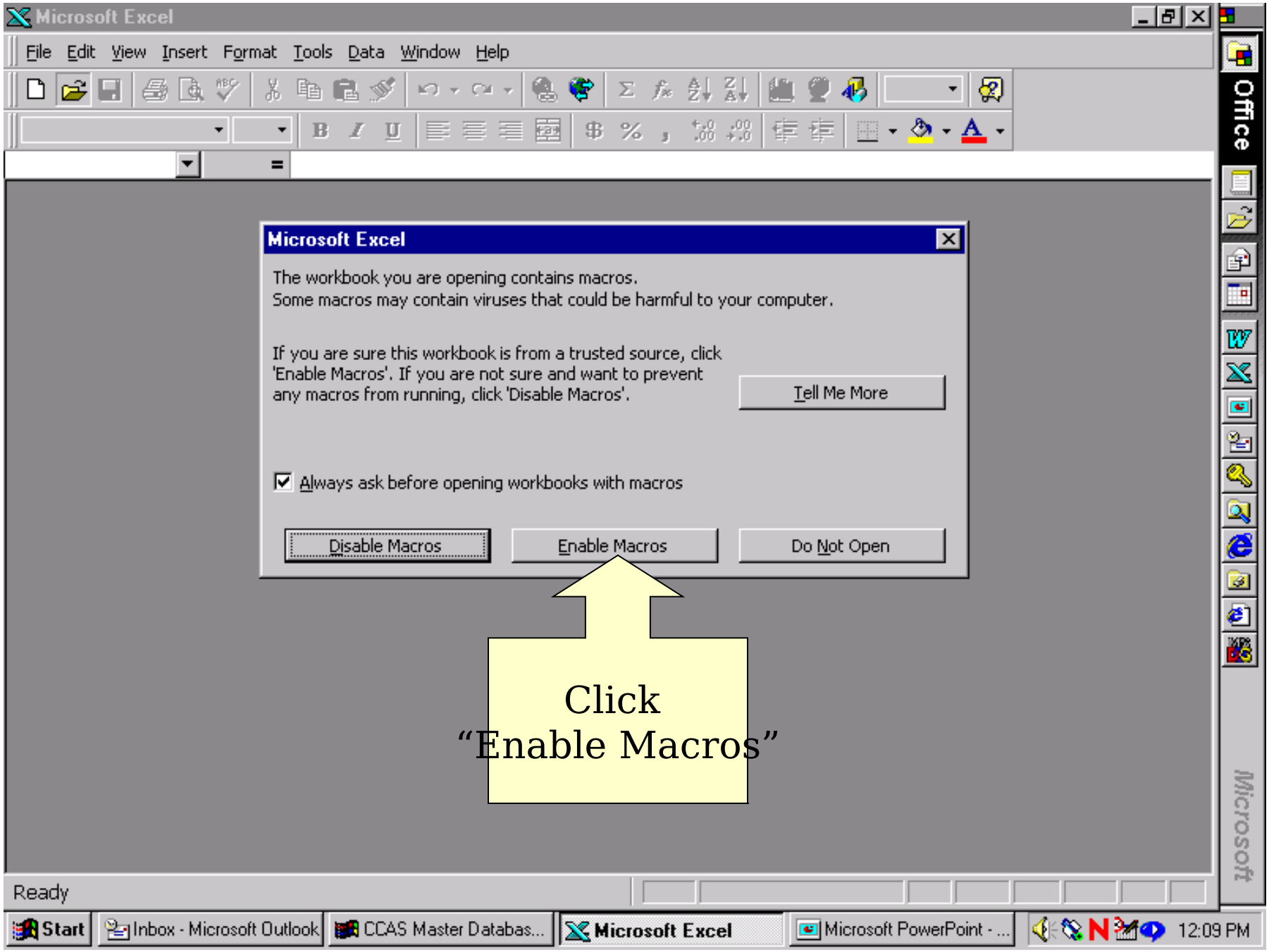
- Email - open by double clicking on the attachment

From: Data Maintainer
Sent: Monday, October 5, 2000 4:32 PM
To: John Iverson
Subject: CCAS Spreadsheet

The attached CCAS Manager Spreadsheet is forwarded for you to re
the scores for your section. Please return the completed spreadshe
NLT October 27.



SAMPLE
EMAIL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Microsoft Excel
The workbook you are opening contains macros.
Some macros may contain viruses that could be harmful to your computer.
If you are sure this workbook is from a trusted source, click 'Enable Macros'. If you are not sure and want to prevent any macros from running, click 'Disable Macros'.
Tell Me More
Always ask before opening workbooks with macros
Disable Macros
Enable Macros
Do Not Open
Click
"Enable Macros"
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Microsoft Excel
Microsoft PowerPoint - ...
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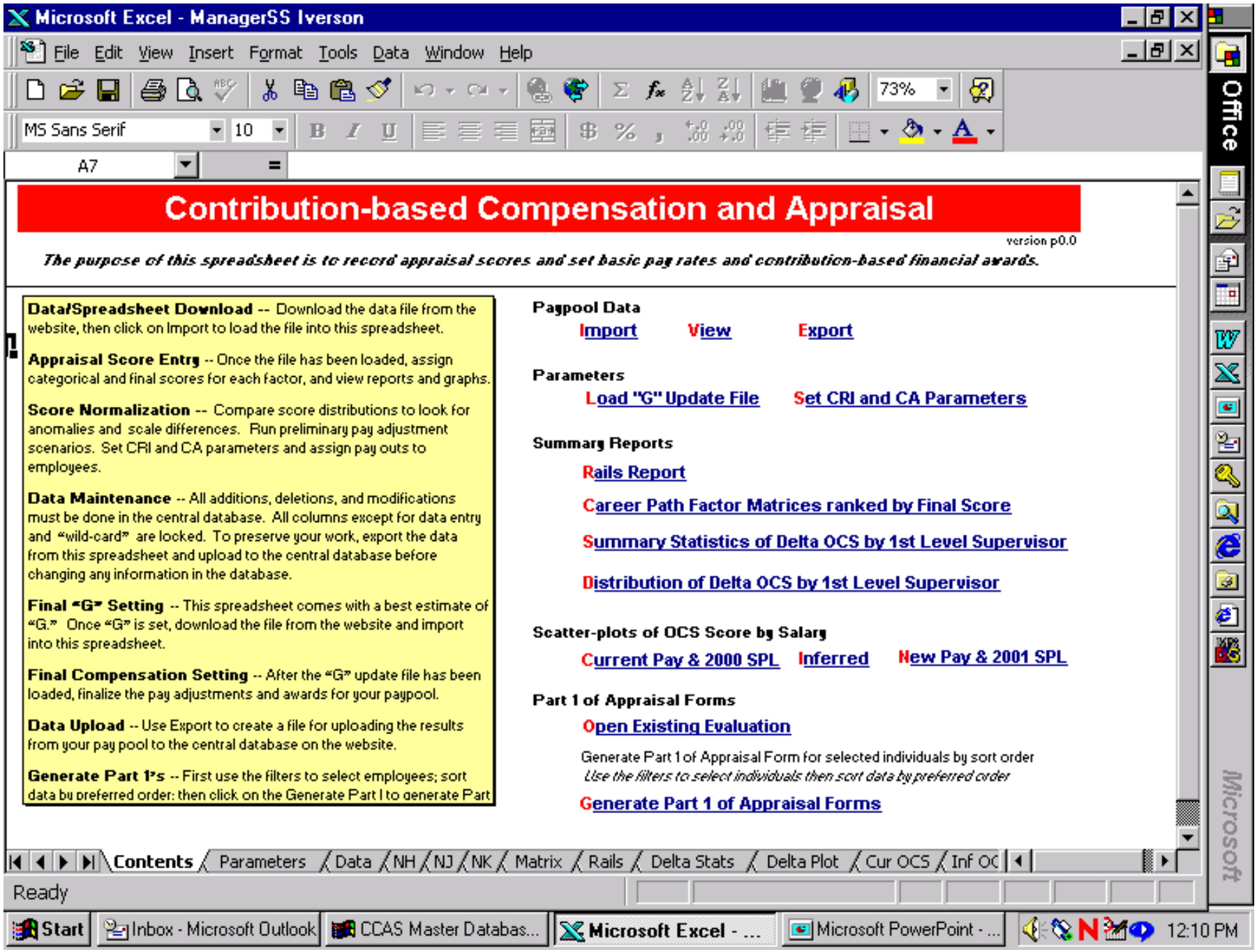
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File Edit View Insert Format Tools Data Window Help
MS Sans Serif 10
A7
Contribution-based Compensation and Appraisal
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The purpose of this spreadsheet is to record appraisal scores and set basic pay rates and contribution-based financial awards.
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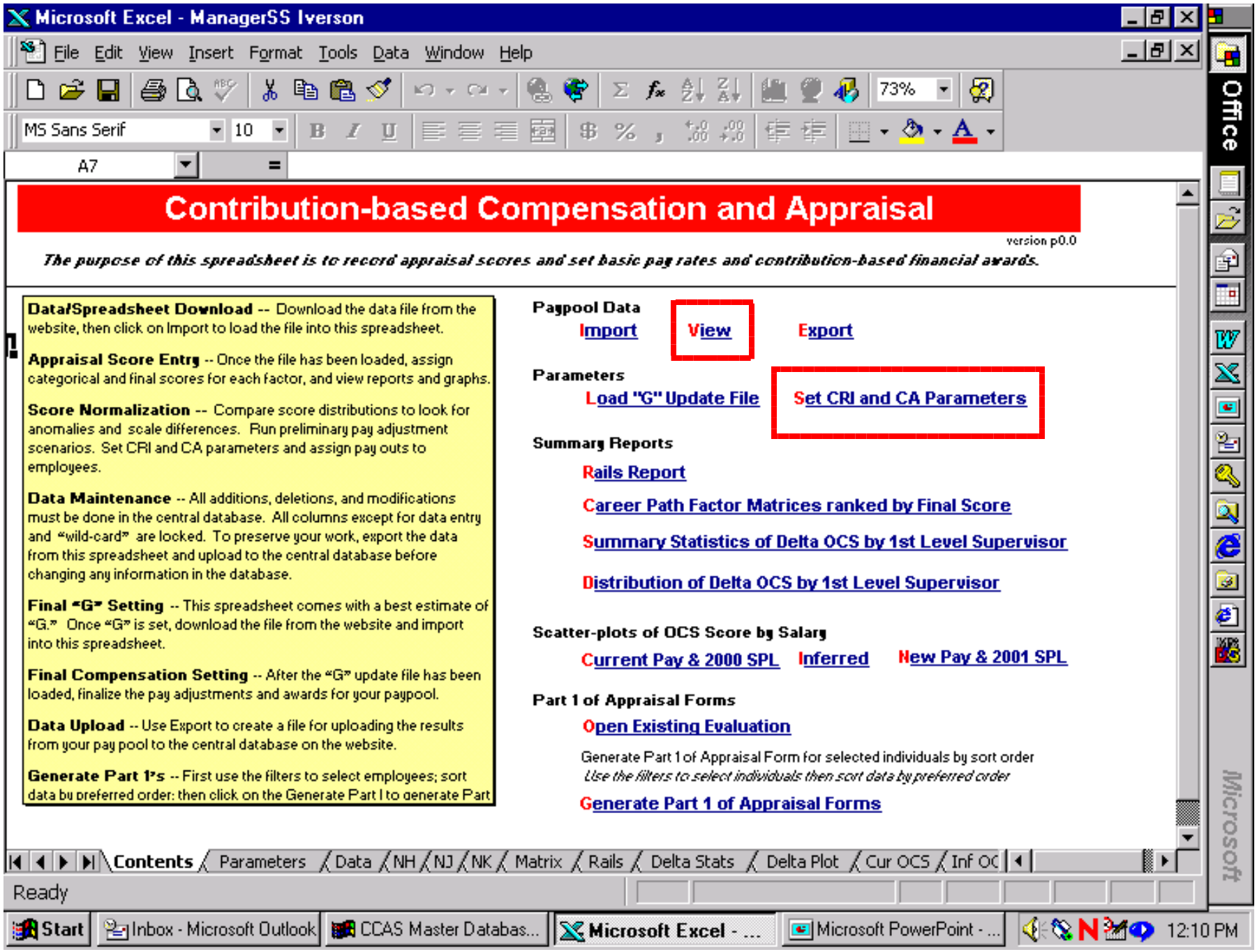
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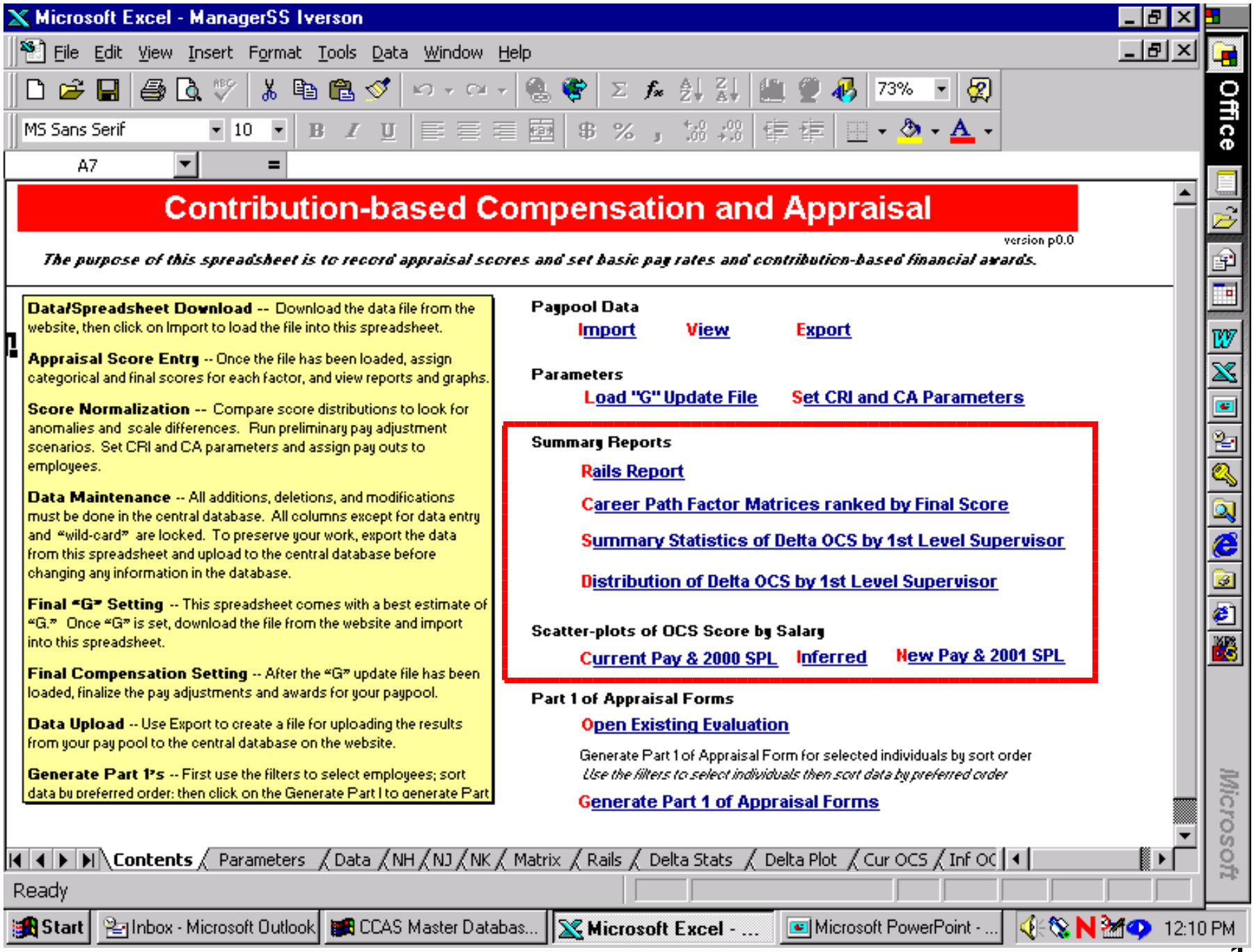
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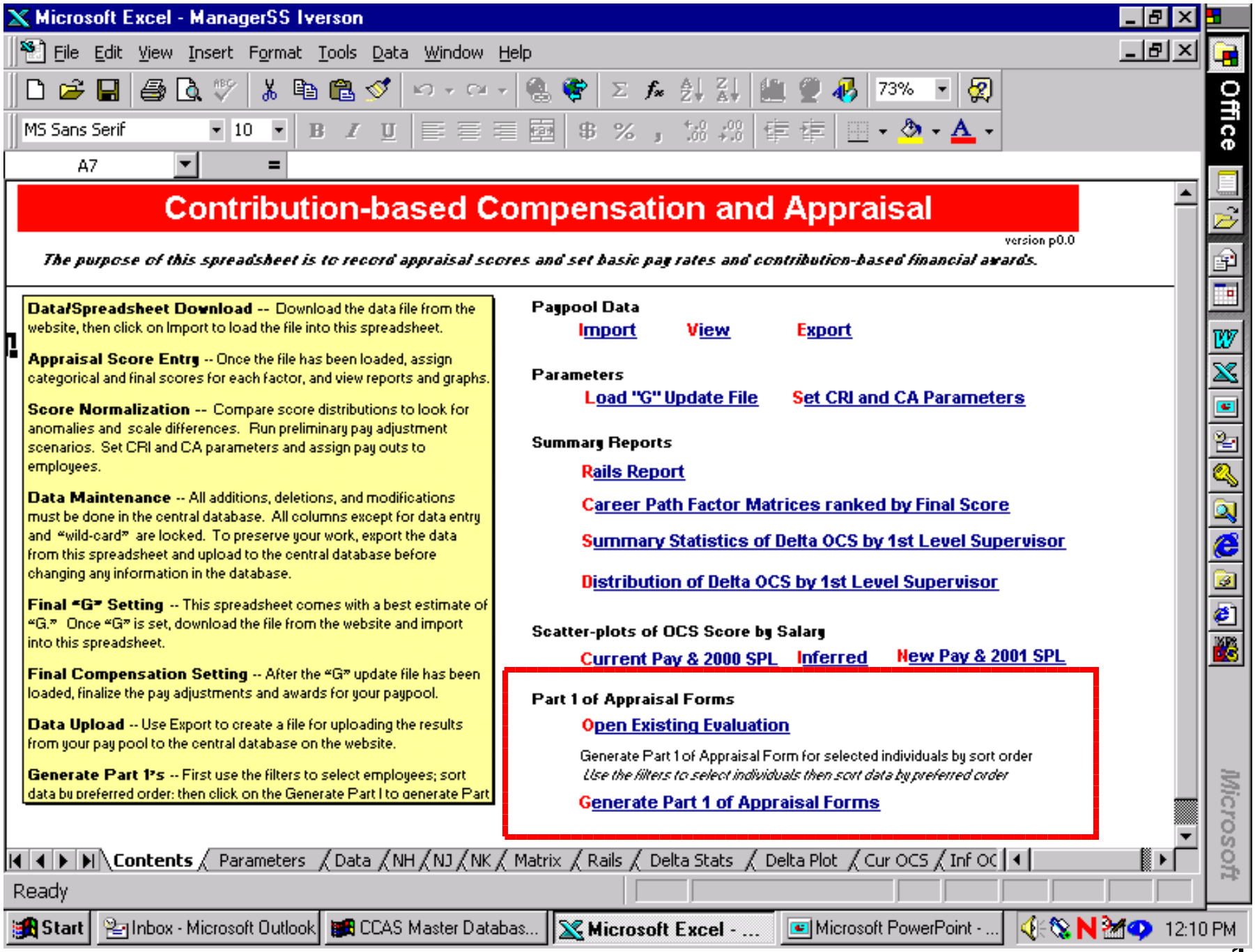
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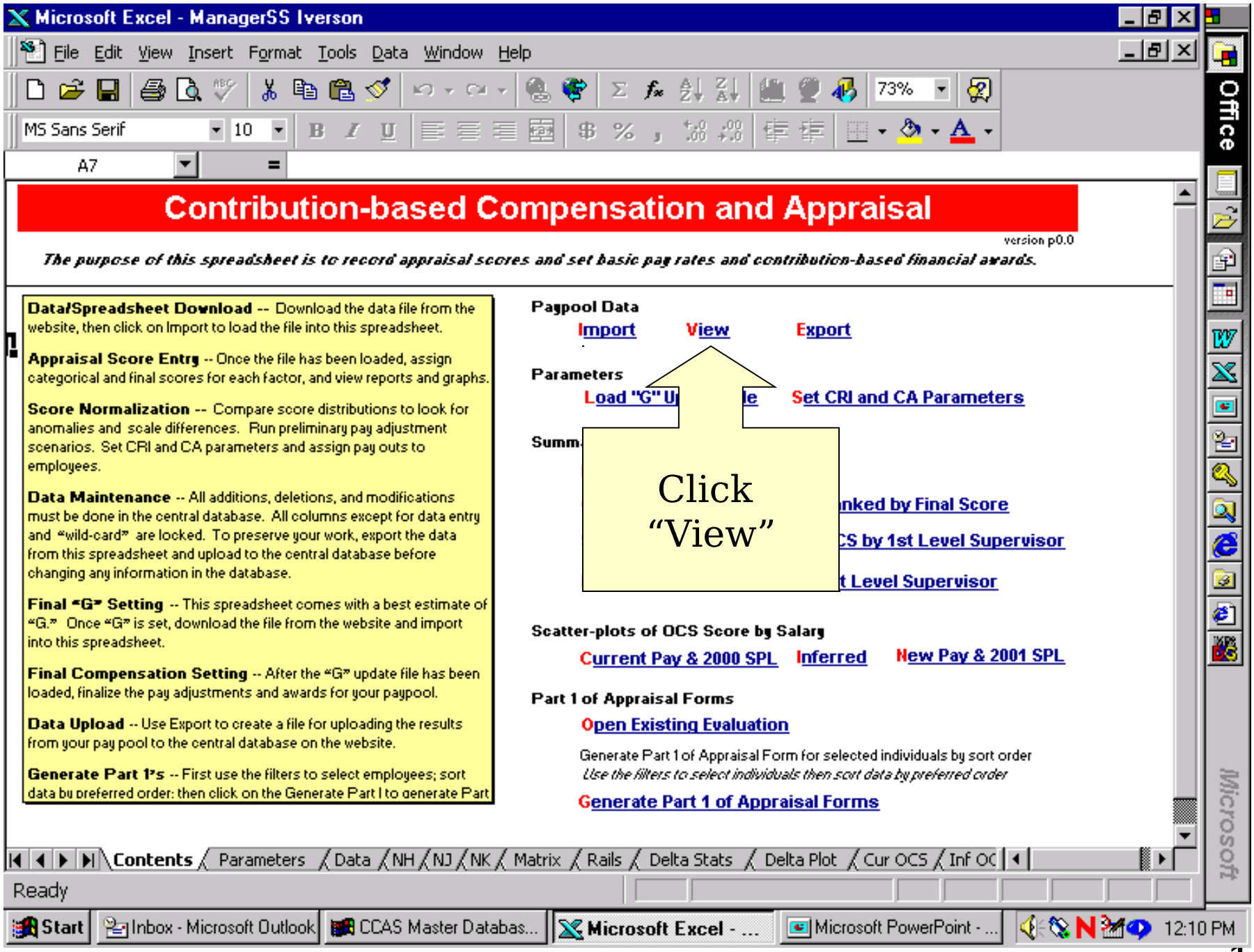
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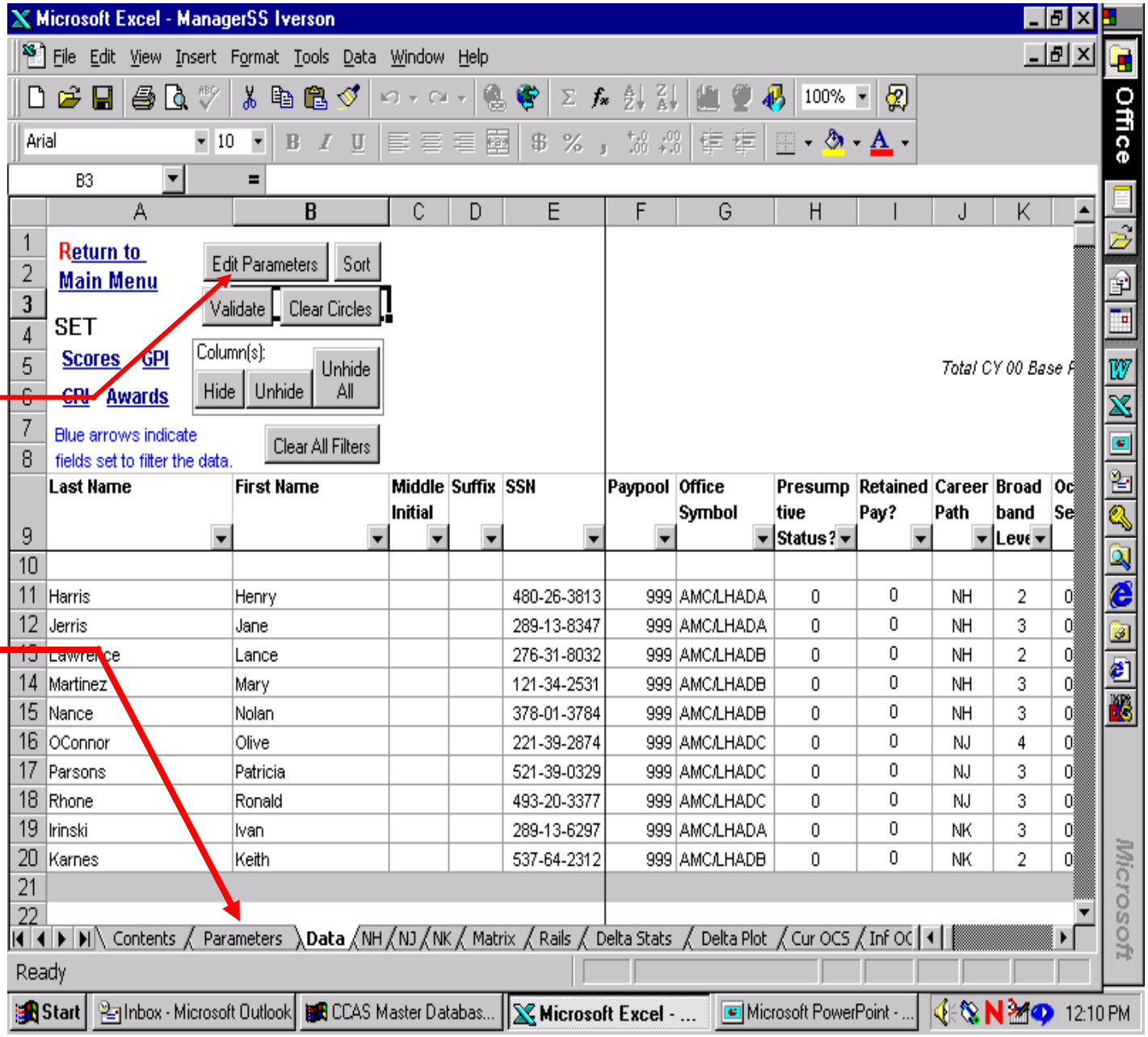
Click “Edit Parameter” to ensure compliance with pay pool policy.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Validate
Clear Circles
SET
Scores
GPI
CPI
Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Total CY 00 Base P
Last Name
First Name
Middle Initial
Suffix
SSN
Paypool
Office Symbol
Presumptive Status?
Retained Pay?
Career Path
Broad band Level
Harris Henry 480-26-3813 999 AMC/LHADA 0 0 NH 2
Jerris Jane 289-13-8347 999 AMC/LHADA 0 0 NH 3
Lawrence Lance 276-31-8032 999 AMC/LHADB 0 0 NH 2
Martinez Mary 121-34-2531 999 AMC/LHADB 0 0 NH 3
Nance Nolan 378-01-3784 999 AMC/LHADB 0 0 NH 3
OConnor Olive 221-39-2874 999 AMC/LHADC 0 0 NJ 4
Parsons Patricia 521-39-0329 999 AMC/LHADC 0 0 NJ 3
Rhone Ronald 493-20-3377 999 AMC/LHADC 0 0 NJ 3
Irinski Ivan 289-13-6297 999 AMC/LHADA 0 0 NK 3
Karnes Keith 537-64-2312 999 AMC/LHADB 0 0 NK 2
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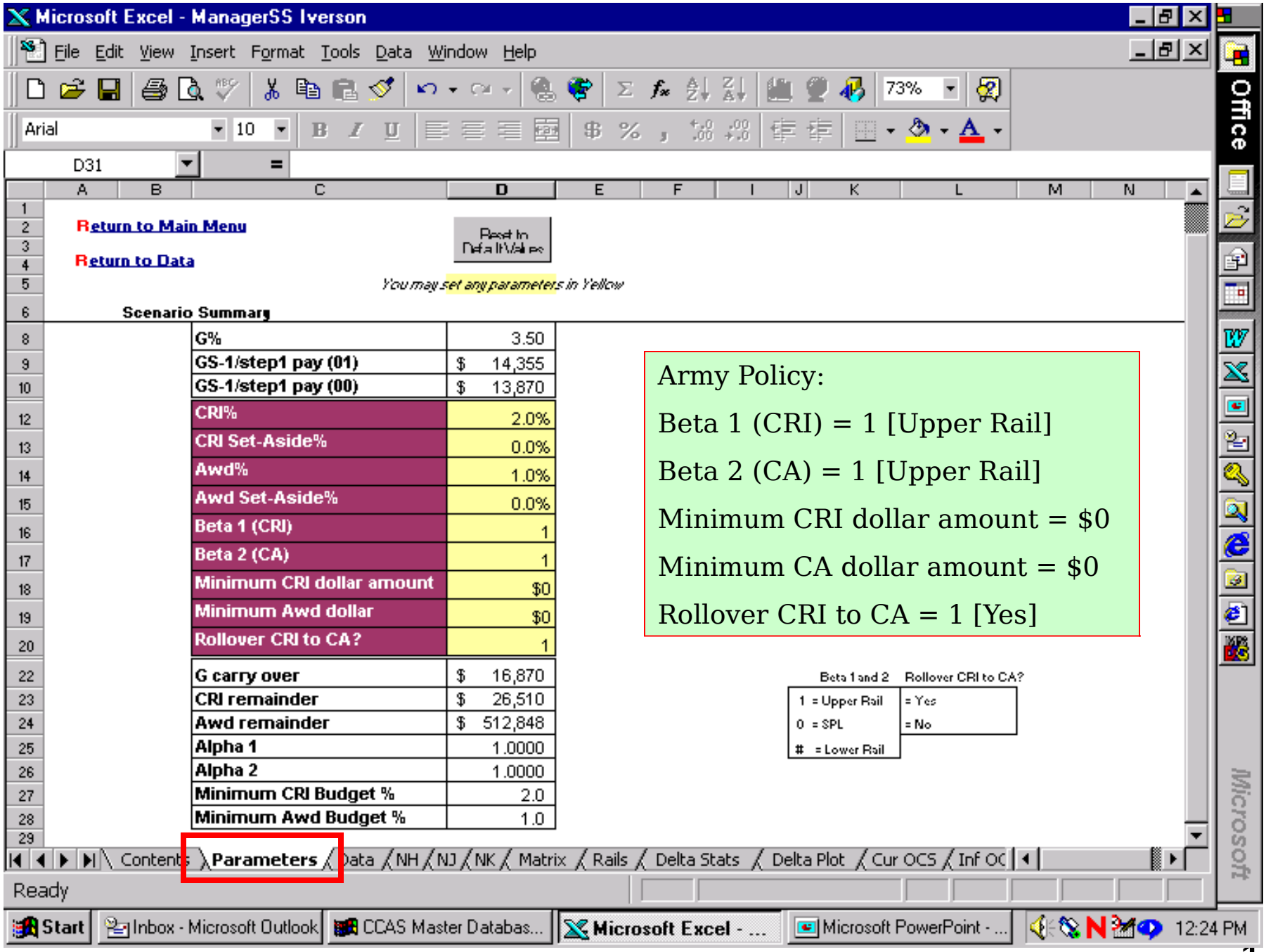
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Return to Data
Reset to Default Values
You may set any parameters in Yellow
Scenario Summary
G% 3.50
GS-1/step1 pay (01) $ 14,355
GS-1/step1 pay (00) $ 13,870
CRI% 2.0%
CRI Set-Aside% 0.0%
Awd% 1.0%
Awd Set-Aside% 0.0%
Beta 1 (CRI) 1
Beta 2 (CA) 1
Minimum CRI dollar amount $0
Minimum Awd dollar $0
Rollover CRI to CA? 1
G carry over $ 16,870
CRI remainder $ 26,510
Awd remainder $ 512,848
Alpha 1 1.0000
Alpha 2 1.0000
Minimum CRI Budget % 2.0
Minimum Awd Budget % 1.0
Army Policy:
Beta 1 (CRI) = 1 [Upper Rail]
Beta 2 (CA) = 1 [Upper Rail]
Minimum CRI dollar amount = $0
Minimum CA dollar amount = $0
Rollover CRI to CA = 1 [Yes]
Beta 1 and 2
1 = Upper Rail
0 = SPL
# = Lower Rail
Rollover CRI to CA?
= Yes
= No
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
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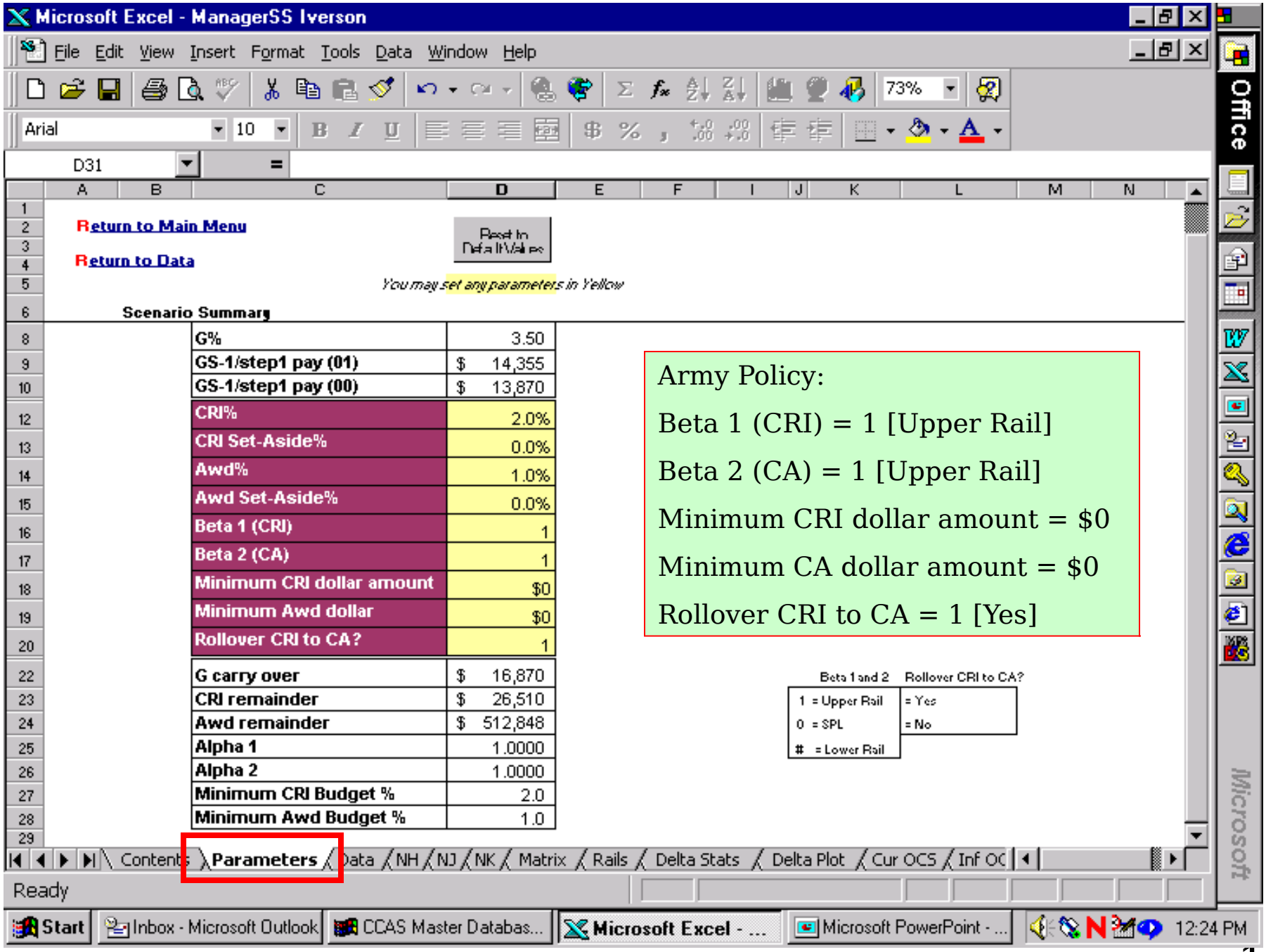
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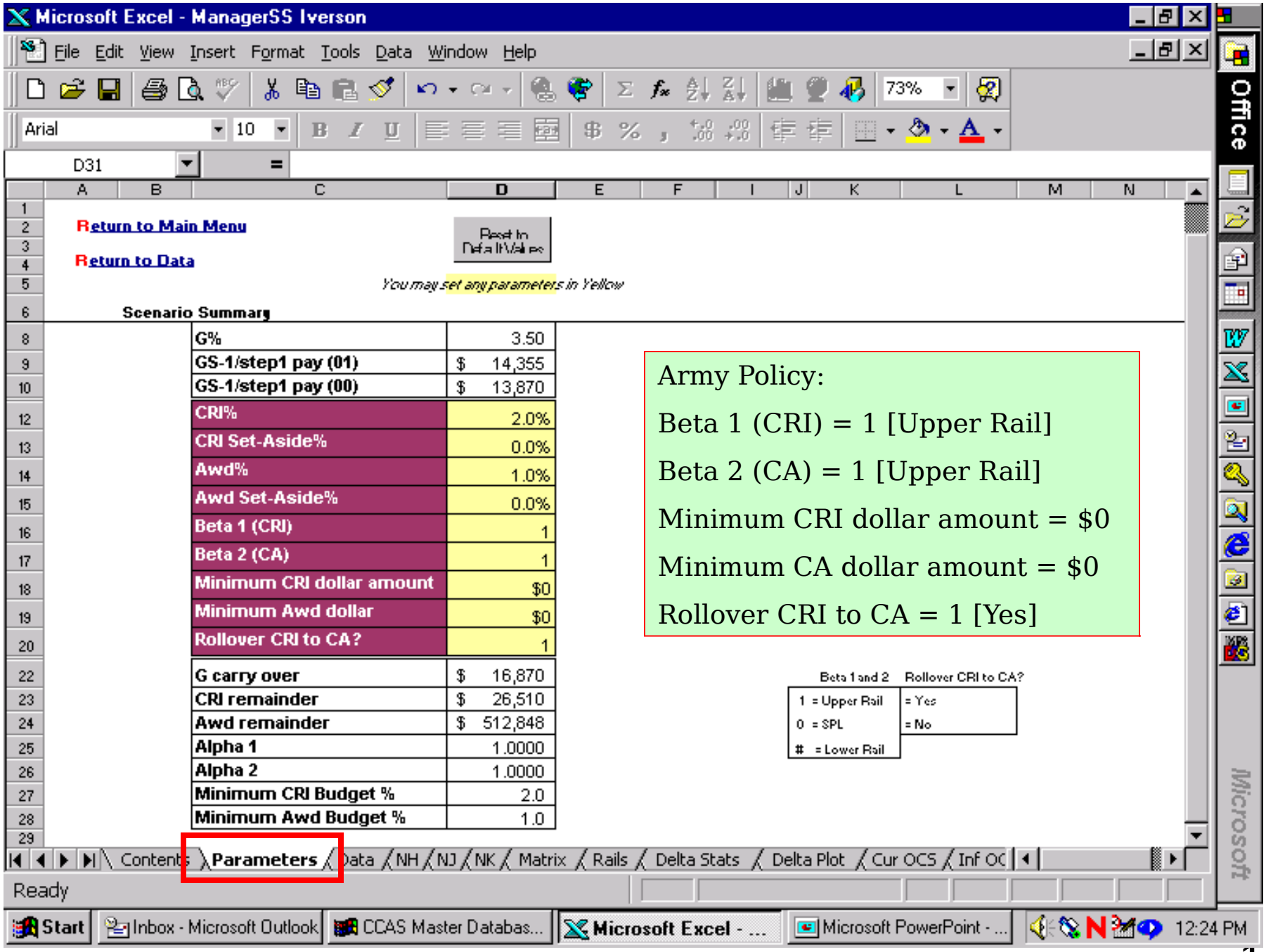
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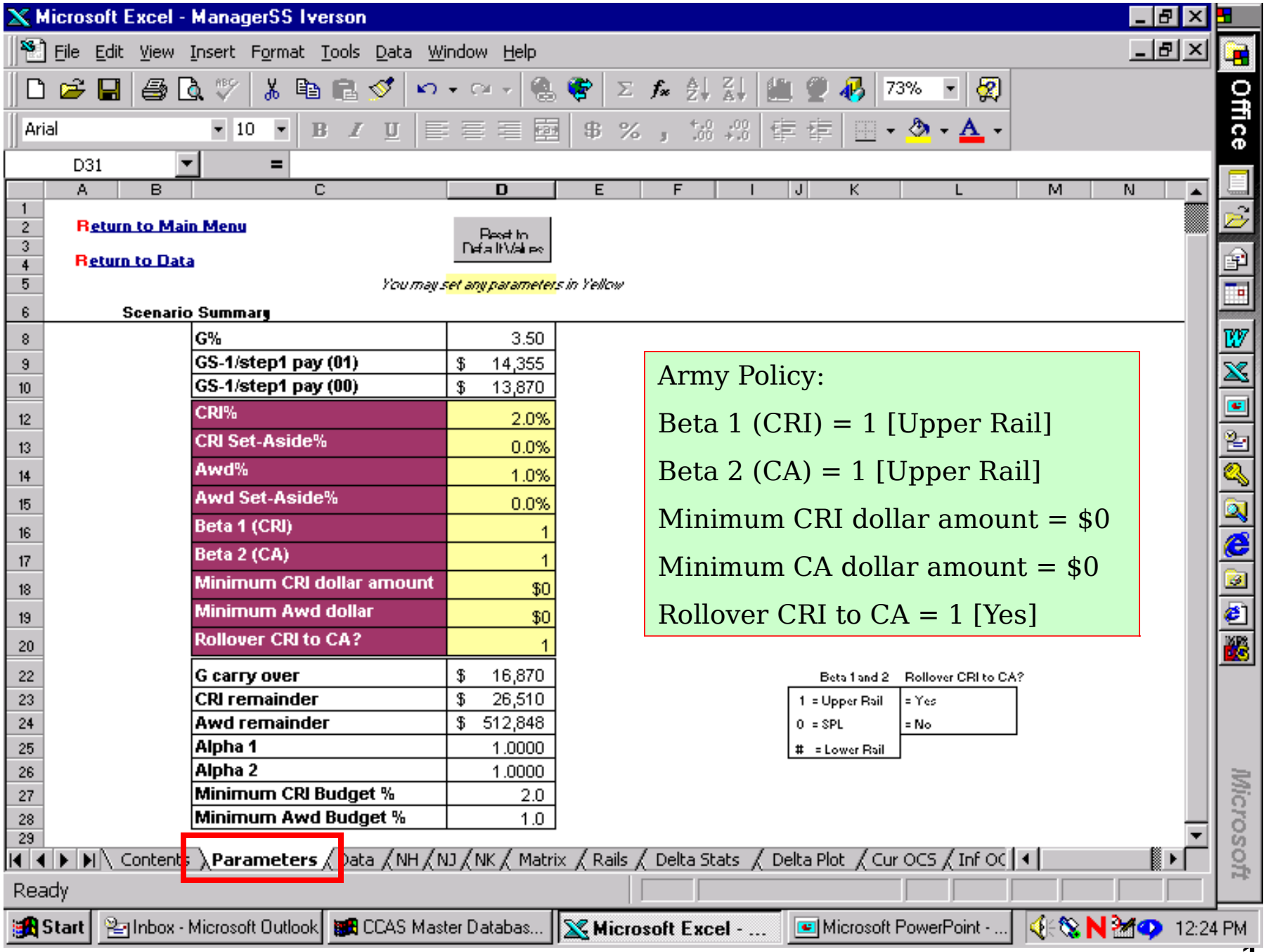
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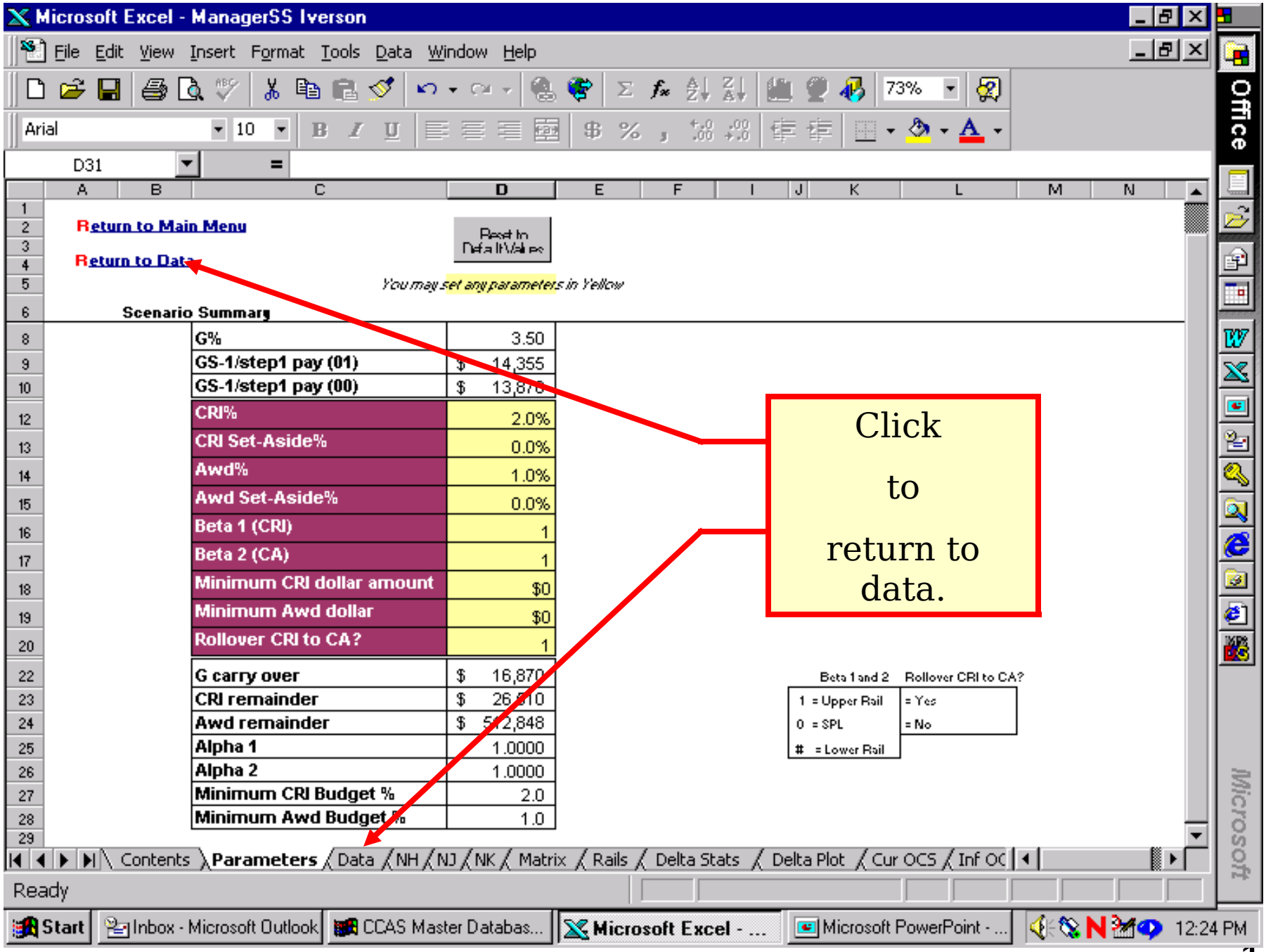
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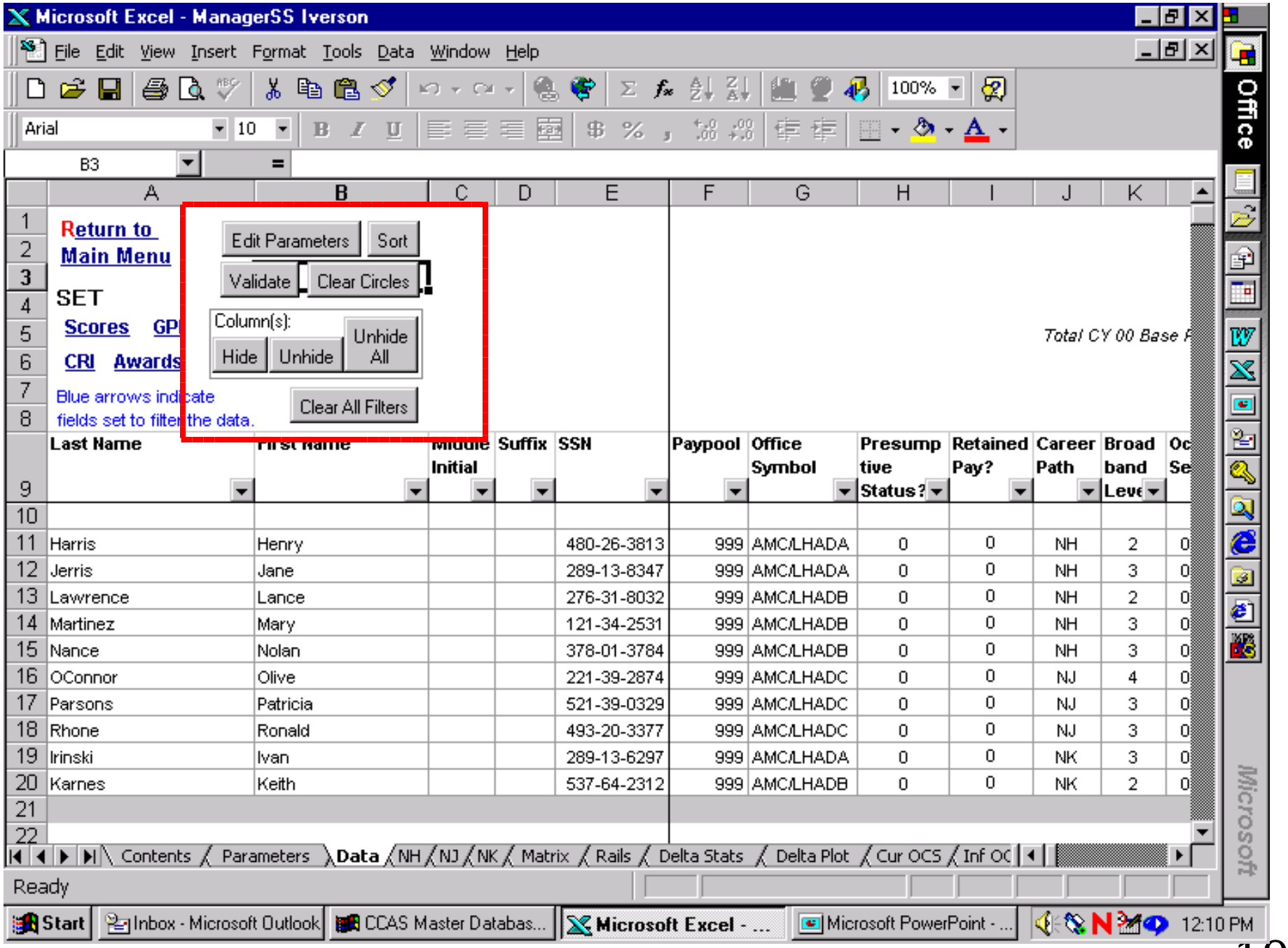
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OConnor Olive 221-39-2874 999 AMC/LHADC 0 0 NJ 4
Parsons Patricia 521-39-0329 999 AMC/LHADC 0 0 NJ 3
Rhone Ronald 493-20-3377 999 AMC/LHADC 0 0 NJ 3
Irinski Ivan 289-13-6297 999 AMC/LHADA 0 0 NK 3
Karnes Keith 537-64-2312 999 AMC/LHADB 0 0 NK 2
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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Start
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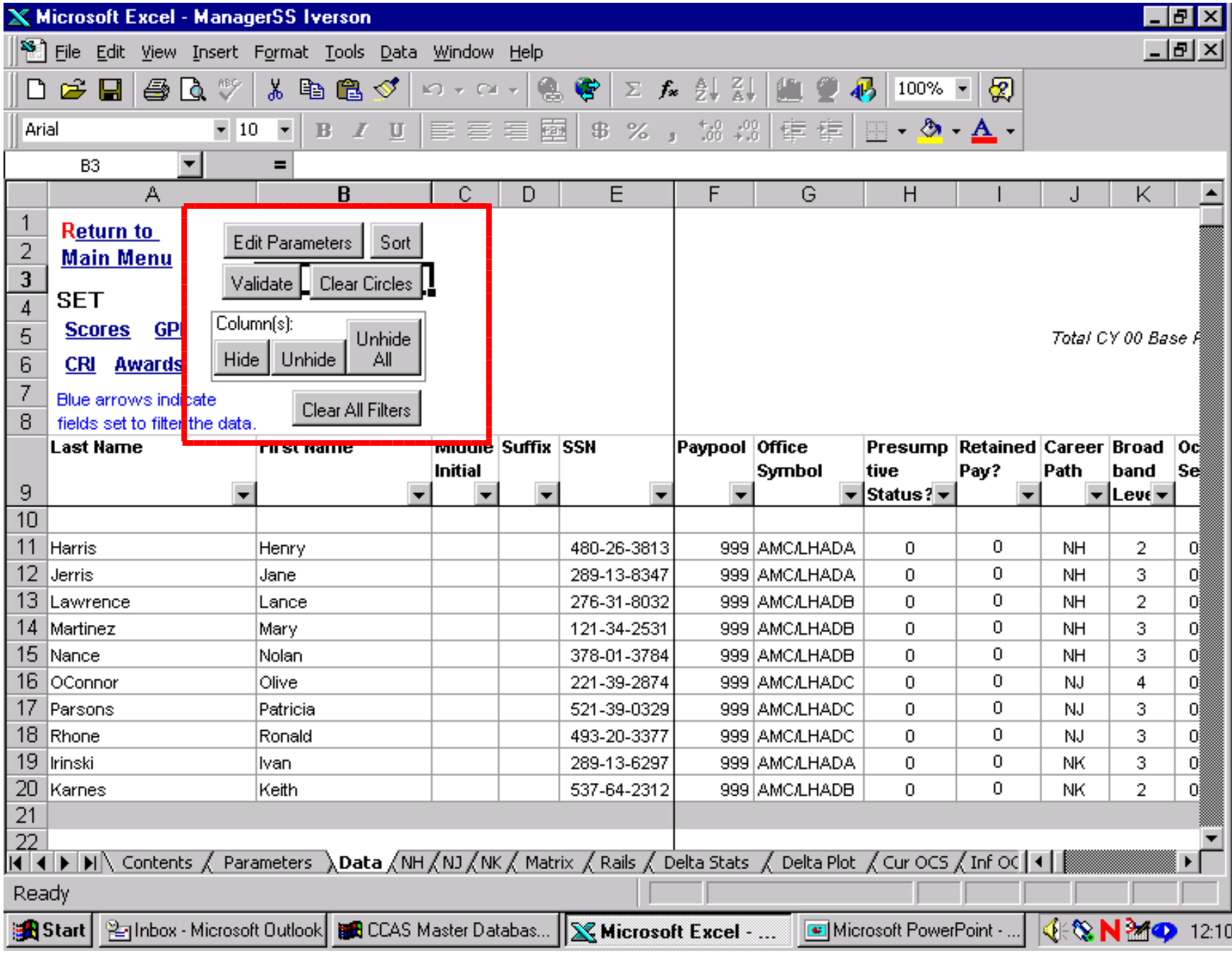
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:10 PM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CRI Awards
Blue arrows indicate fields set to filter the data.
Edit Parameters
Sort
Validate
Clear Circles
Column(s):
Hide
Unhide
Unhide All
Clear All Filters
Total CY 00 Base P
Last Name
First Name
Middle Initial
Suffix
SSN
Paypool
Office Symbol
Presumptive Status?
Retained Pay?
Career Path
Broad band Level
Harris Henry 480-26-3813 999 AMC/LHADA 0 0 NH 2
Jerris Jane 289-13-8347 999 AMC/LHADA 0 0 NH 3
Lawrence Lance 276-31-8032 999 AMC/LHADB 0 0 NH 2
Martinez Mary 121-34-2531 999 AMC/LHADB 0 0 NH 3
Nance Nolan 378-01-3784 999 AMC/LHADB 0 0 NH 3
OConnor Olive 221-39-2874 999 AMC/LHADC 0 0 NJ 4
Parsons Patricia 521-39-0329 999 AMC/LHADC 0 0 NJ 3
Rhone Ronald 493-20-3377 999 AMC/LHADC 0 0 NJ 3
Irinski Ivan 289-13-6297 999 AMC/LHADA 0 0 NK 3
Karnes Keith 537-64-2312 999 AMC/LHADB 0 0 NK 2
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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Start
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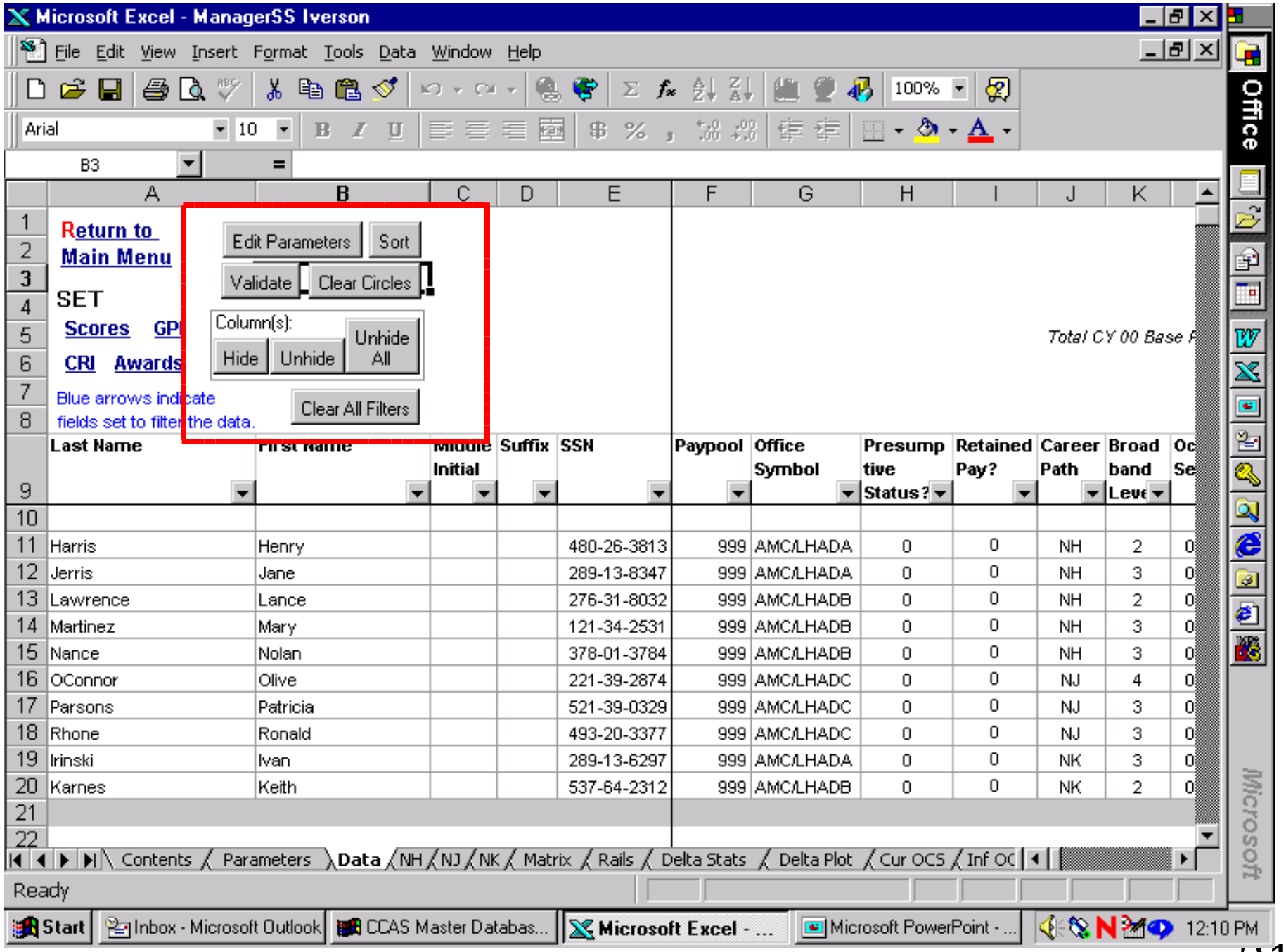
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:10 PM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CRI Awards
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Edit Parameters
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Clear Circles
Column(s):
Hide
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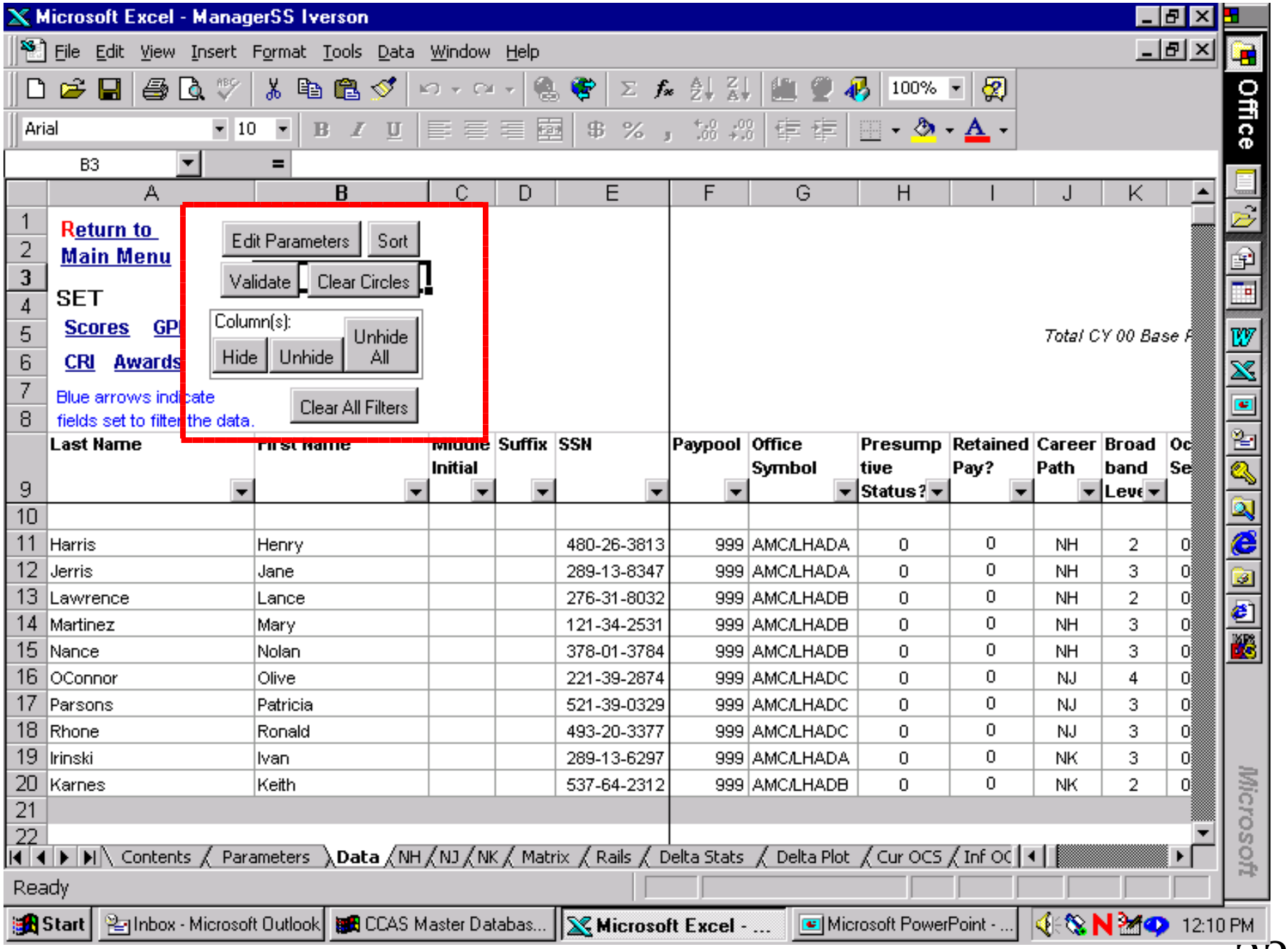
Unhide All
Clear All Filters
Total CY 00 Base P
Last Name
First Name
Middle Initial
Suffix
SSN
Paypool
Office Symbol
Presumptive Status?
Retained Pay?
Career Path
Broad band Level
Harris Henry 480-26-3813 999 AMC/LHADA 0 0 NH 2
Jerris Jane 289-13-8347 999 AMC/LHADA 0 0 NH 3
Lawrence Lance 276-31-8032 999 AMC/LHADB 0 0 NH 2
Martinez Mary 121-34-2531 999 AMC/LHADB 0 0 NH 3
Nance Nolan 378-01-3784 999 AMC/LHADB 0 0 NH 3
OConnor Olive 221-39-2874 999 AMC/LHADC 0 0 NJ 4
Parsons Patricia 521-39-0329 999 AMC/LHADC 0 0 NJ 3
Rhone Ronald 493-20-3377 999 AMC/LHADC 0 0 NJ 3
Irinski Ivan 289-13-6297 999 AMC/LHADA 0 0 NK 3
Karnes Keith 537-64-2312 999 AMC/LHADB 0 0 NK 2
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsoft Outlook
CCAS Master Databas...
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:10 PM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Scores GP
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Blue arrows indicate fields set to filter the data.
Edit Parameters
Sort
Validate
Clear Circles
Column(s):
Hide
Unhide
Unhide All
Clear All Filters
Total CY 00 Base P
Last Name
First Name
Middle Initial
Suffix
SSN
Paypool
Office Symbol
Presumptive Status?
Retained Pay?
Career Path
Broad band Level
Harris Henry 480-26-3813 999 AMC/LHADA 0 0 NH 2
Jerris Jane 289-13-8347 999 AMC/LHADA 0 0 NH 3
Lawrence Lance 276-31-8032 999 AMC/LHADB 0 0 NH 2
Martinez Mary 121-34-2531 999 AMC/LHADB 0 0 NH 3
Nance Nolan 378-01-3784 999 AMC/LHADB 0 0 NH 3
OConnor Olive 221-39-2874 999 AMC/LHADC 0 0 NJ 4
Parsons Patricia 521-39-0329 999 AMC/LHADC 0 0 NJ 3
Rhone Ronald 493-20-3377 999 AMC/LHADC 0 0 NJ 3
Irinski Ivan 289-13-6297 999 AMC/LHADA 0 0 NK 3
Karnes Keith 537-64-2312 999 AMC/LHADB 0 0 NK 2
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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Start
Inbox - Microsoft Outlook
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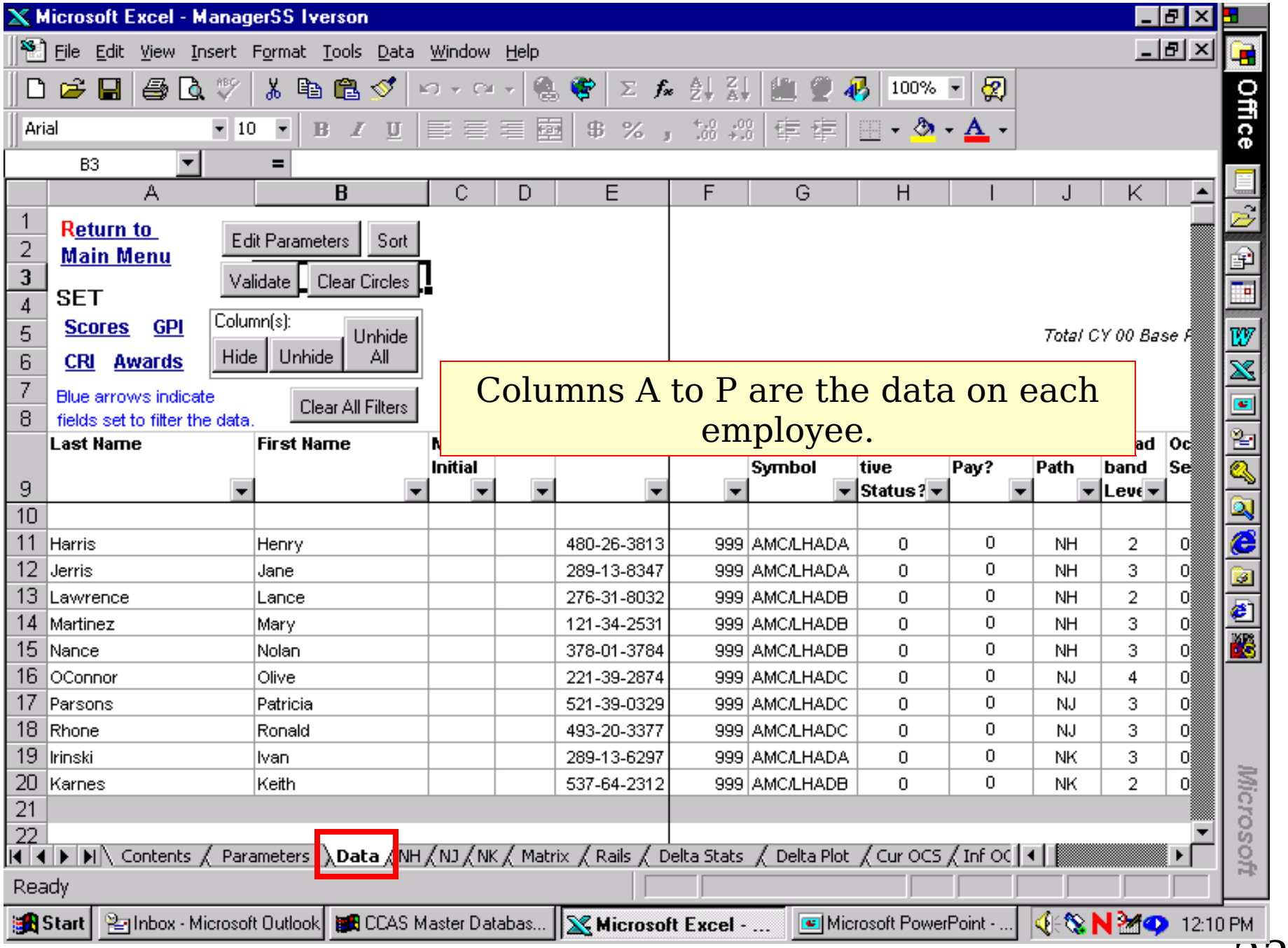
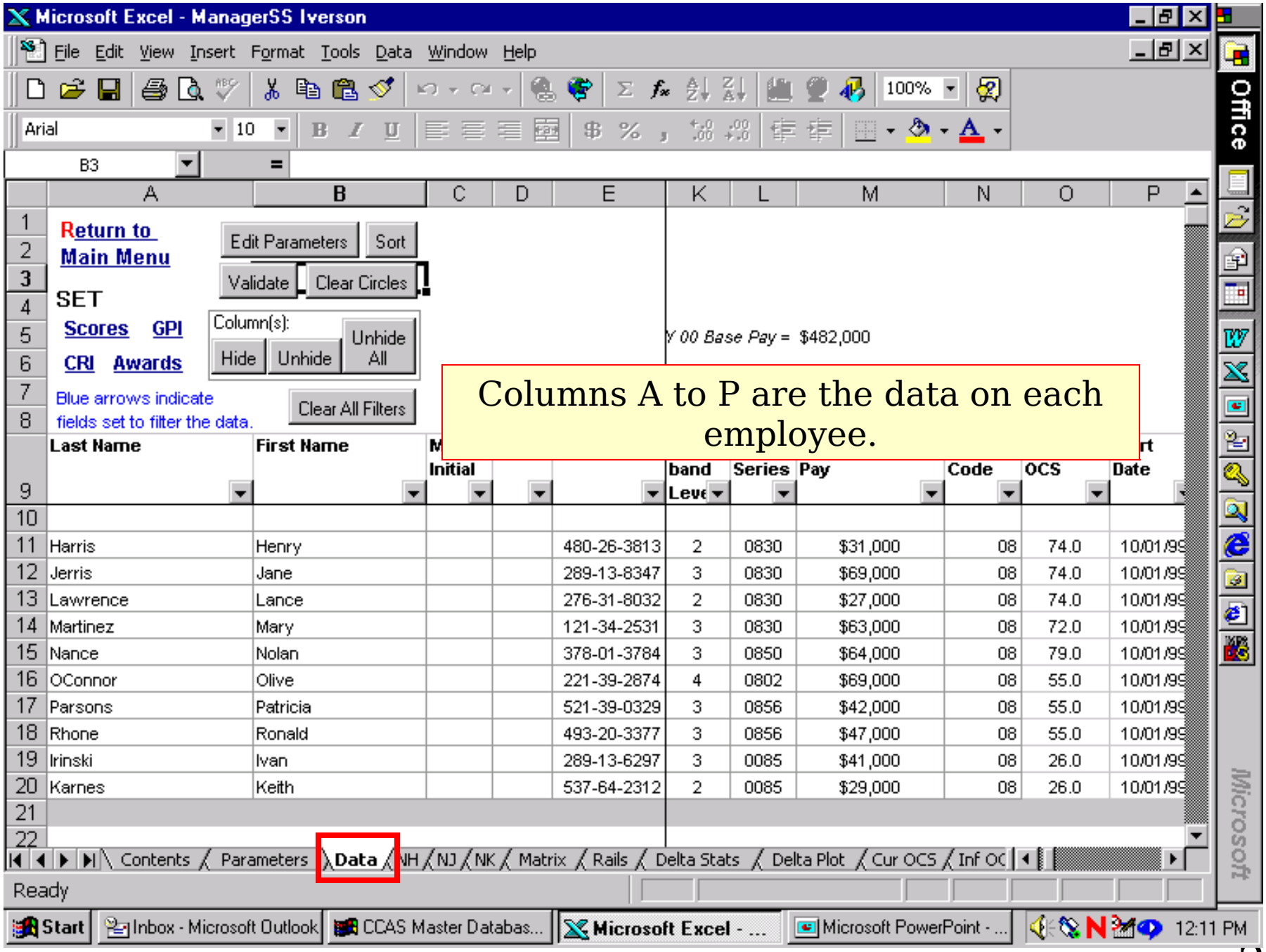
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:10 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Total CY 00 Base
Columns A to P are the data on each employee.
Last Name
First Name
Initial
Symbol
tive Status?
Pay?
Path
band Leve
Harris Henry 480-26-3813 999 AMC/LHADA 0 0 NH 2
Jerris Jane 289-13-8347 999 AMC/LHADA 0 0 NH 3
Lawrence Lance 276-31-8032 999 AMC/LHADB 0 0 NH 2
Martinez Mary 121-34-2531 999 AMC/LHADB 0 0 NH 3
Nance Nolan 378-01-3784 999 AMC/LHADB 0 0 NH 3
OConnor Olive 221-39-2874 999 AMC/LHADC 0 0 NJ 4
Parsons Patricia 521-39-0329 999 AMC/LHADC 0 0 NJ 3
Rhone Ronald 493-20-3377 999 AMC/LHADC 0 0 NJ 3
Irinski Ivan 289-13-6297 999 AMC/LHADA 0 0 NK 3
Karnes Keith 537-64-2312 999 AMC/LHADB 0 0 NK 2
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsoft Outlook
CCAS Master Databas...
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:10 PM


Microsoft Excel - ManagerSS Iverson
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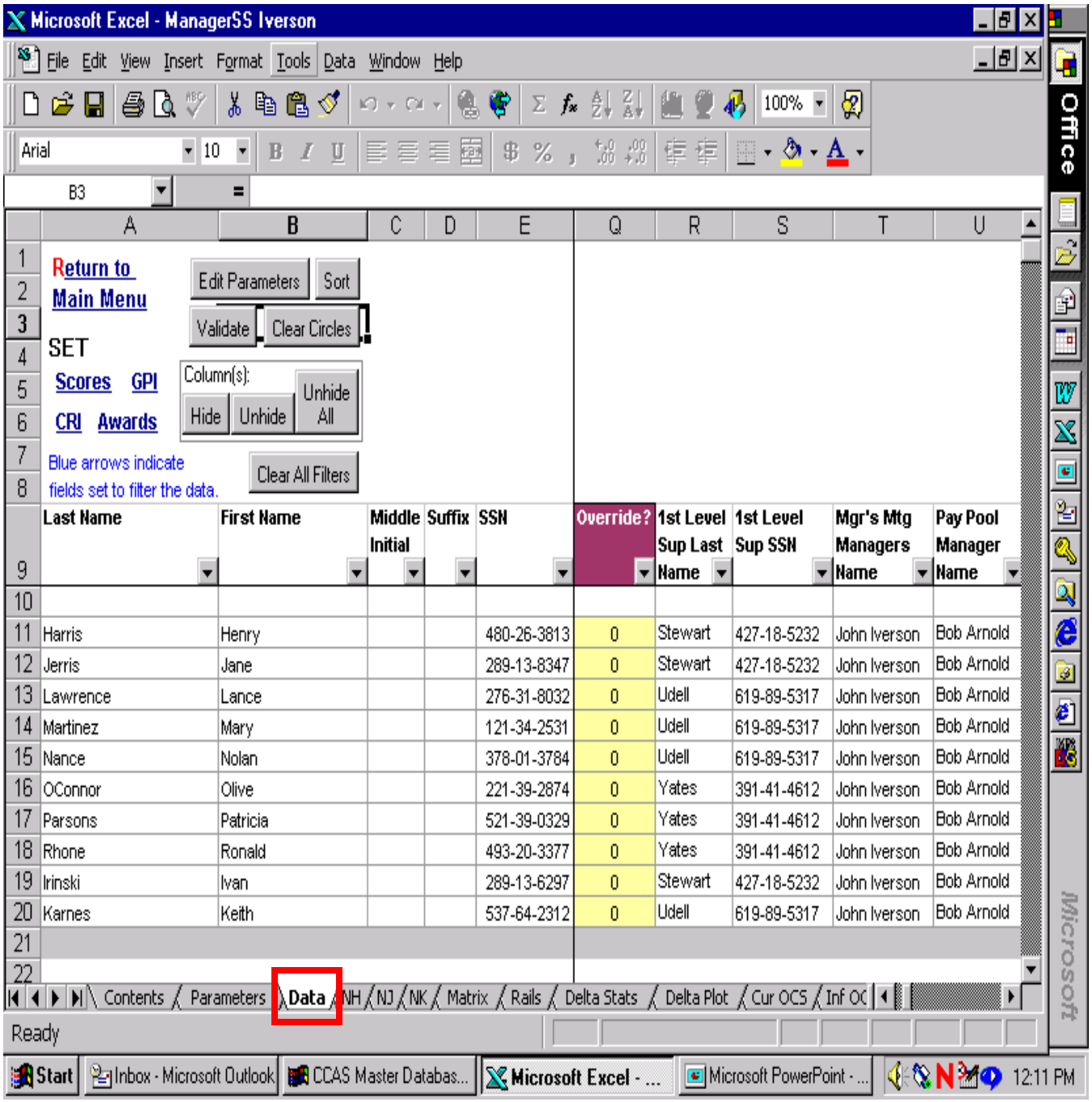
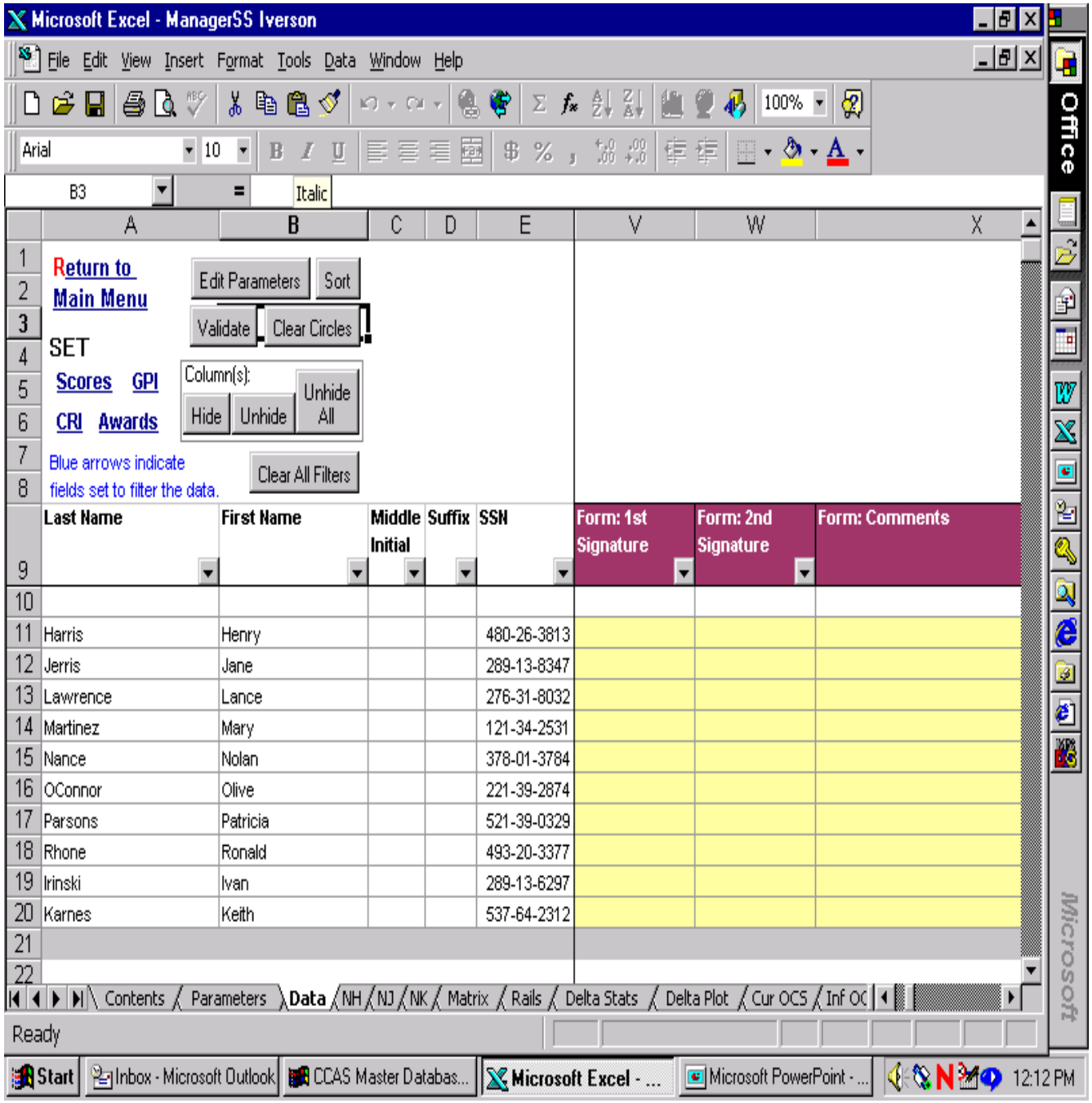
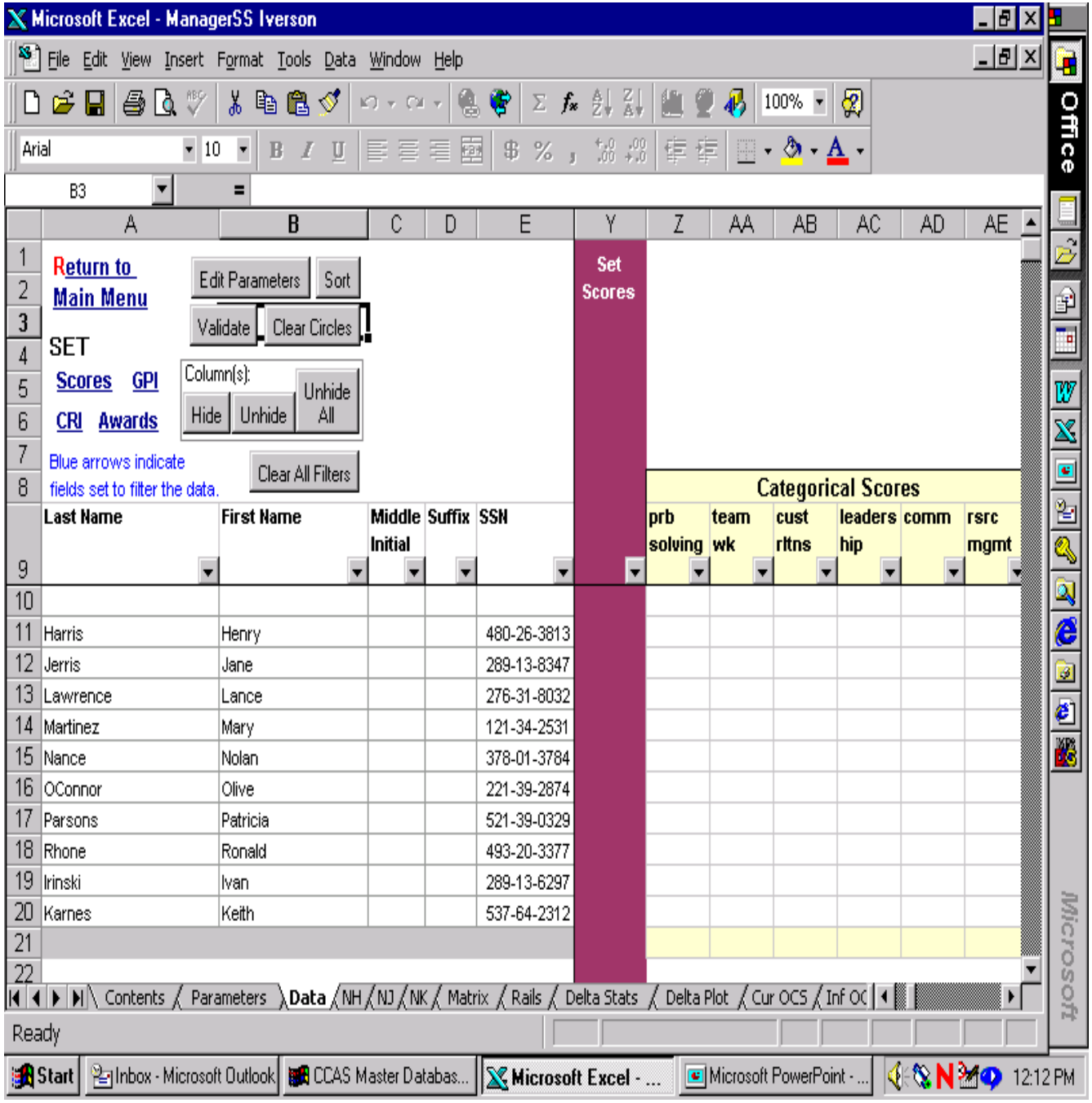
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Y 00 Base Pay = $482,000
Columns A to P are the data on each employee.
Last Name
First Name
Initial
band
Leve
Series
Pay
Code
OCS
Date
Harris Henry 480-26-3813 2 0830 $31,000 08 74.0 10/01/99
Jerris Jane 289-13-8347 3 0830 $69,000 08 74.0 10/01/99
Lawrence Lance 276-31-8032 2 0830 $27,000 08 74.0 10/01/99
Martinez Mary 121-34-2531 3 0830 $63,000 08 72.0 10/01/99
Nance Nolan 378-01-3784 3 0850 $64,000 08 79.0 10/01/99
OConnor Olive 221-39-2874 4 0802 $69,000 08 55.0 10/01/99
Parsons Patricia 521-39-0329 3 0856 $42,000 08 55.0 10/01/99
Rhone Ronald 493-20-3377 3 0856 $47,000 08 55.0 10/01/99
Irinski Ivan 289-13-6297 3 0085 $41,000 08 26.0 10/01/99
Karnes Keith 537-64-2312 2 0085 $29,000 08 26.0 10/01/99
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsoft Outlook
CCAS Master Databas...
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:11 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Last Name
First Name
Middle Initial
Suffix
SSN
Override?
1st Level Sup Last Name
1st Level Sup SSN
Mgr's Mtg Managers Name
Pay Pool Manager Name
Harris Henry 480-26-3813 0 Stewart 427-18-5232 John Iverson Bob Arnold
Jerris Jane 289-13-8347 0 Stewart 427-18-5232 John Iverson Bob Arnold
Lawrence Lance 276-31-8032 0 Udell 619-89-5317 John Iverson Bob Arnold
Martinez Mary 121-34-2531 0 Udell 619-89-5317 John Iverson Bob Arnold
Nance Nolan 378-01-3784 0 Udell 619-89-5317 John Iverson Bob Arnold
OConnor Olive 221-39-2874 0 Yates 391-41-4612 John Iverson Bob Arnold
Parsons Patricia 521-39-0329 0 Yates 391-41-4612 John Iverson Bob Arnold
Rhone Ronald 493-20-3377 0 Yates 391-41-4612 John Iverson Bob Arnold
Irinski Ivan 289-13-6297 0 Stewart 427-18-5232 John Iverson Bob Arnold
Karnes Keith 537-64-2312 0 Udell 619-89-5317 John Iverson Bob Arnold
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsoft Outlook
CCAS Master Databas...
Microsoft Excel - ...
Microsoft PowerPoint - ...
12:11 PM

Column Q - Override? is used to identify employees leaving the demo or being promoted after 30 September so they do not receive the default CRI or CA. They still receive GPI and are eligible for discretionary CRI and CA.

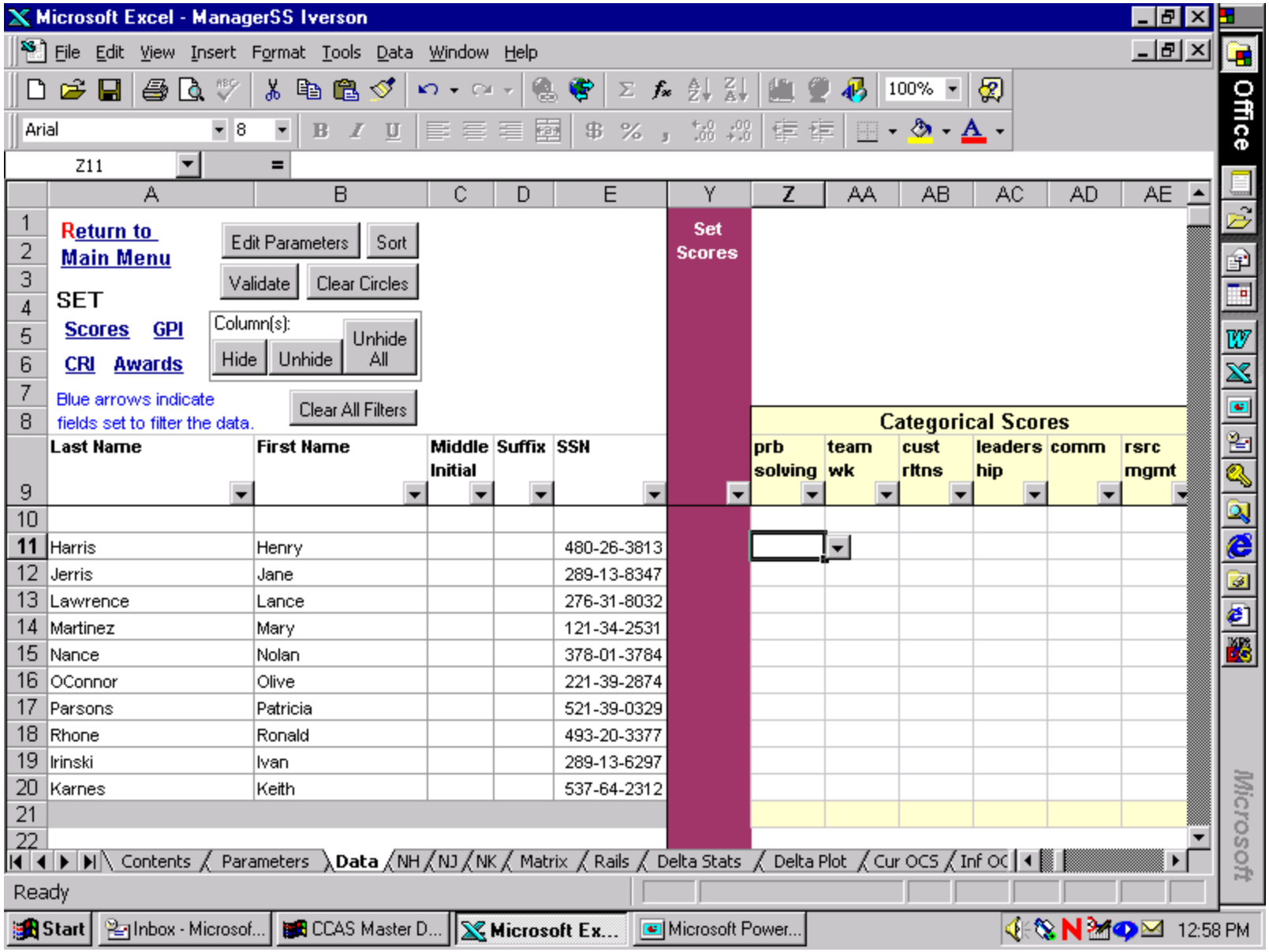


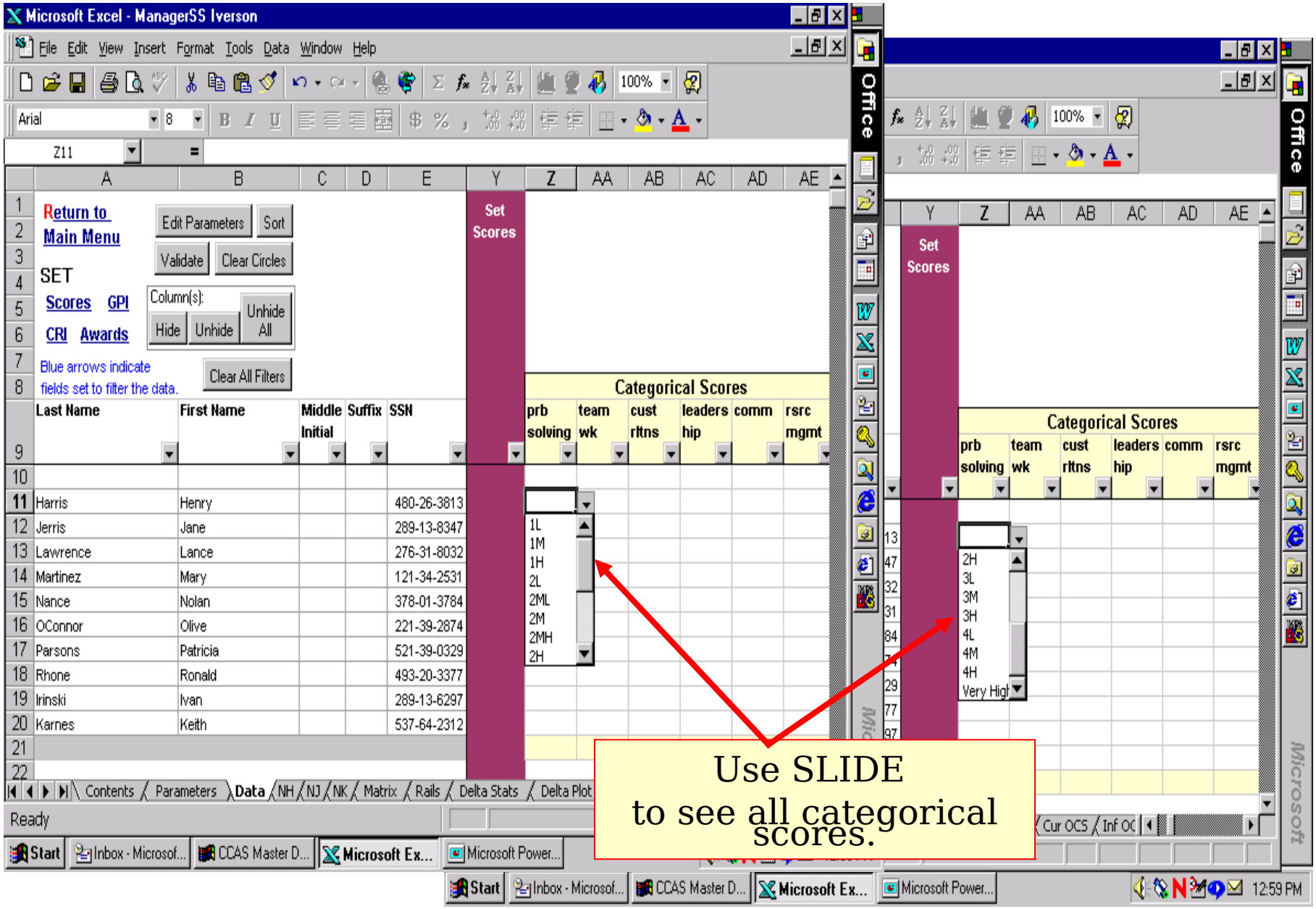
Column X - Form: Comments may be used by to record remarks that will appear in the “Remarks” block on the Part 1 of the CCAS Salary Appraisal Form given to the employee. Limited to 255 characters. Examples may include…….



Columns Z to AE are used to record the categorical scores. For example Categorical Scores for NH & NJ are

1L(ow)
1M(edium)
1H(igh)
2L(ow)
2ML (Medium Low)
2M(edium)
2MH (Medium High)
2H(igh)
3L(ow)
3M(edium)
3H(igh)
4L(ow)
4M(edium)


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set Scores
Categorical Scores
prb solving
team wk
cust rltns
leaders hip
comm
rsrc mgmt
Last Name
First Name
Middle Initial
Suffix
SSN
Harris Henry 480-26-3813
Jerris Jane 289-13-8347
Lawrence Lance 276-31-8032
Martinez Mary 121-34-2531
Nance Nolan 378-01-3784
OConnor Olive 221-39-2874
Parsons Patricia 521-39-0329
Rhone Ronald 493-20-3377
Irinski Ivan 289-13-6297
Karnes Keith 537-64-2312
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
12:58 PM


Microsoft Excel - ManagerSS Iverson
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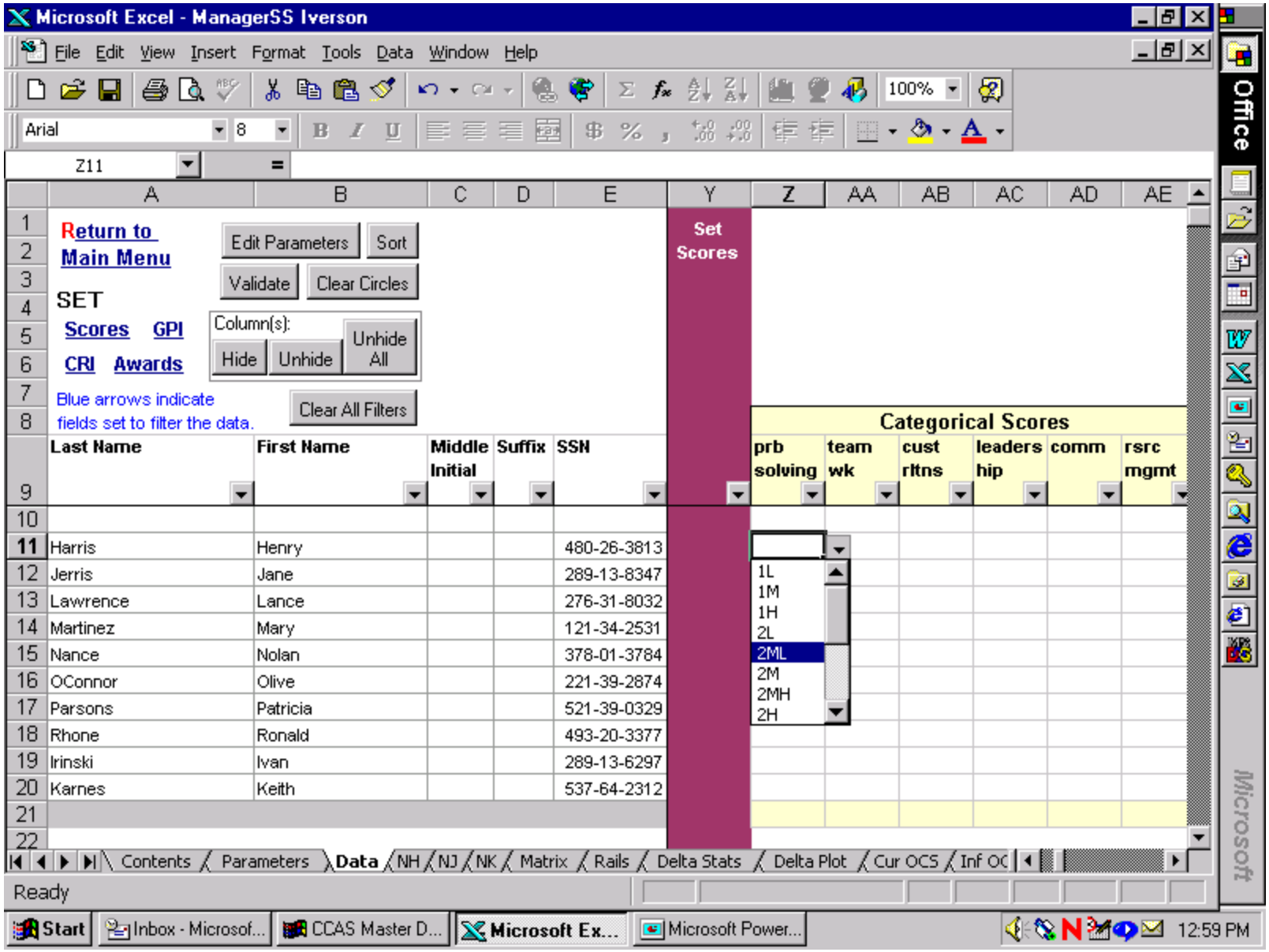
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set Scores
Categorical Scores
Last Name
First Name
Middle Initial
Suffix
SSN
prb solving
team wk
cust rltns
leaders hip
comm
rsrc mgmt
Harris Henry 480-26-3813
Jerris Jane 289-13-8347
Lawrence Lance 276-31-8032
Martinez Mary 121-34-2531
Nance Nolan 378-01-3784
OConnor Olive 221-39-2874
Parsons Patricia 521-39-0329
Rhone Ronald 493-20-3377
Irinski Ivan 289-13-6297
Karnes Keith 537-64-2312
1L
1M
1H
2L
2ML
2M
2MH
2H
3L
3M
3H
4L
4M
4H
Very High
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
12:59 PM
Use SLIDE
to see all categorical scores.


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 8
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Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
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Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set Scores
Categorical Scores
Last Name
First Name
Middle Initial
Suffix
SSN
prb solving
team wk
cust rltns
leaders hip
comm
rsrc mgmt
Harris Henry 480-26-3813
Jerris Jane 289-13-8347
Lawrence Lance 276-31-8032
Martinez Mary 121-34-2531
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OConnor Olive 221-39-2874
Parsons Patricia 521-39-0329
Rhone Ronald 493-20-3377
Irinski Ivan 289-13-6297
Karnes Keith 537-64-2312
1L
1M
1H
2L
2ML
2M
2MH
2H
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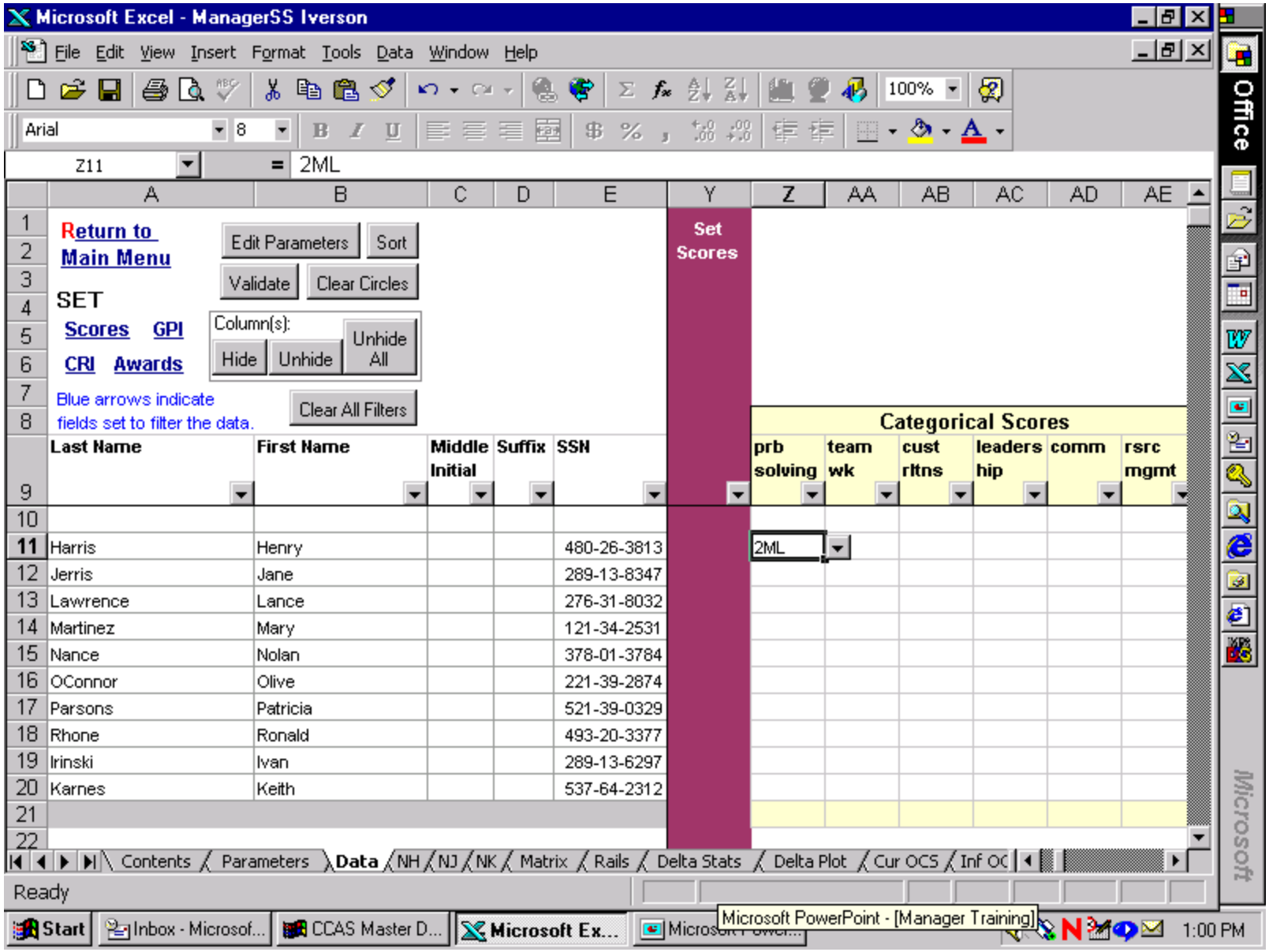
12:59 PM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Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set Scores
Categorical Scores
Last Name
First Name
Middle Initial
Suffix
SSN
prb solving
team wk
cust rltns
leaders hip
comm
rsrc mgmt
Harris Henry 480-26-3813
Jerris Jane 289-13-8347
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Martinez Mary 121-34-2531
Nance Nolan 378-01-3784
OConnor Olive 221-39-2874
Parsons Patricia 521-39-0329
Rhone Ronald 493-20-3377
Irinski Ivan 289-13-6297
Karnes Keith 537-64-2312
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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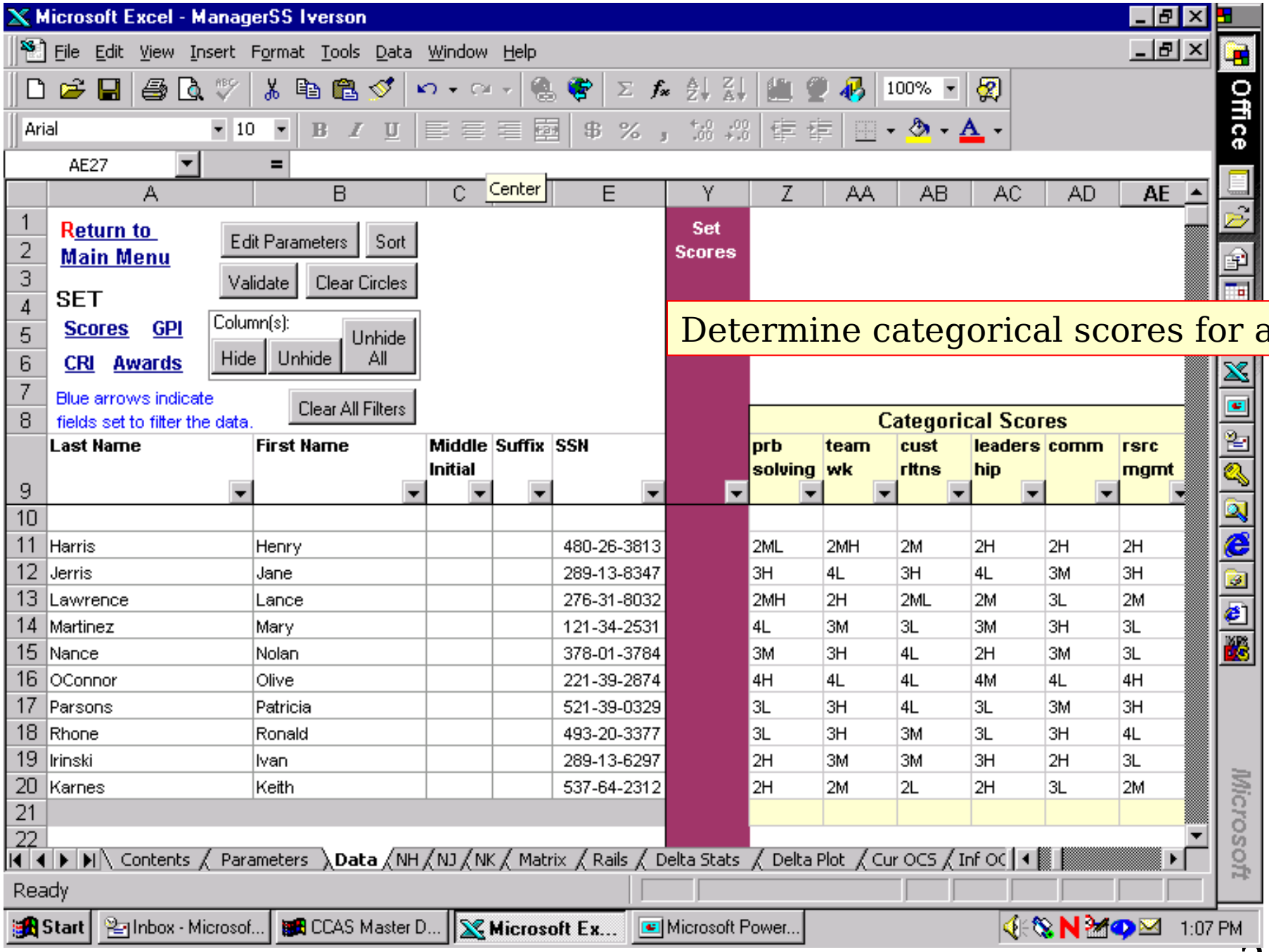
Microsoft PowerPoint - [Manager Training]
1:00 PM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AE27
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Validate
Clear Circles
SET
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CRI Awards
Column(s):
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Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set Scores
Determine categorical scores for all.
Categorical Scores
Last Name
First Name
Middle Initial
Suffix
SSN
prb solving
team wk
cust rltns
leaders hip
comm
rsrc mgmt
Harris Henry 480-26-3813 2ML 2MH 2M 2H 2H 2H
Jerris Jane 289-13-8347 3H 4L 3H 4L 3M 3H
Lawrence Lance 276-31-8032 2MH 2H 2ML 2M 3L 2M
Martinez Mary 121-34-2531 4L 3M 3L 3M 3H 3L
Nance Nolan 378-01-3784 3M 3H 4L 2H 3M 3L
OConnor Olive 221-39-2874 4H 4L 4L 4M 4L 4H
Parsons Patricia 521-39-0329 3L 3H 4L 3L 3M 3H
Rhone Ronald 493-20-3377 3L 3H 3M 3L 3H 4L
Irinski Ivan 289-13-6297 2H 3M 3M 3H 2H 3L
Karnes Keith 537-64-2312 2H 2M 2L 2H 3L 2M
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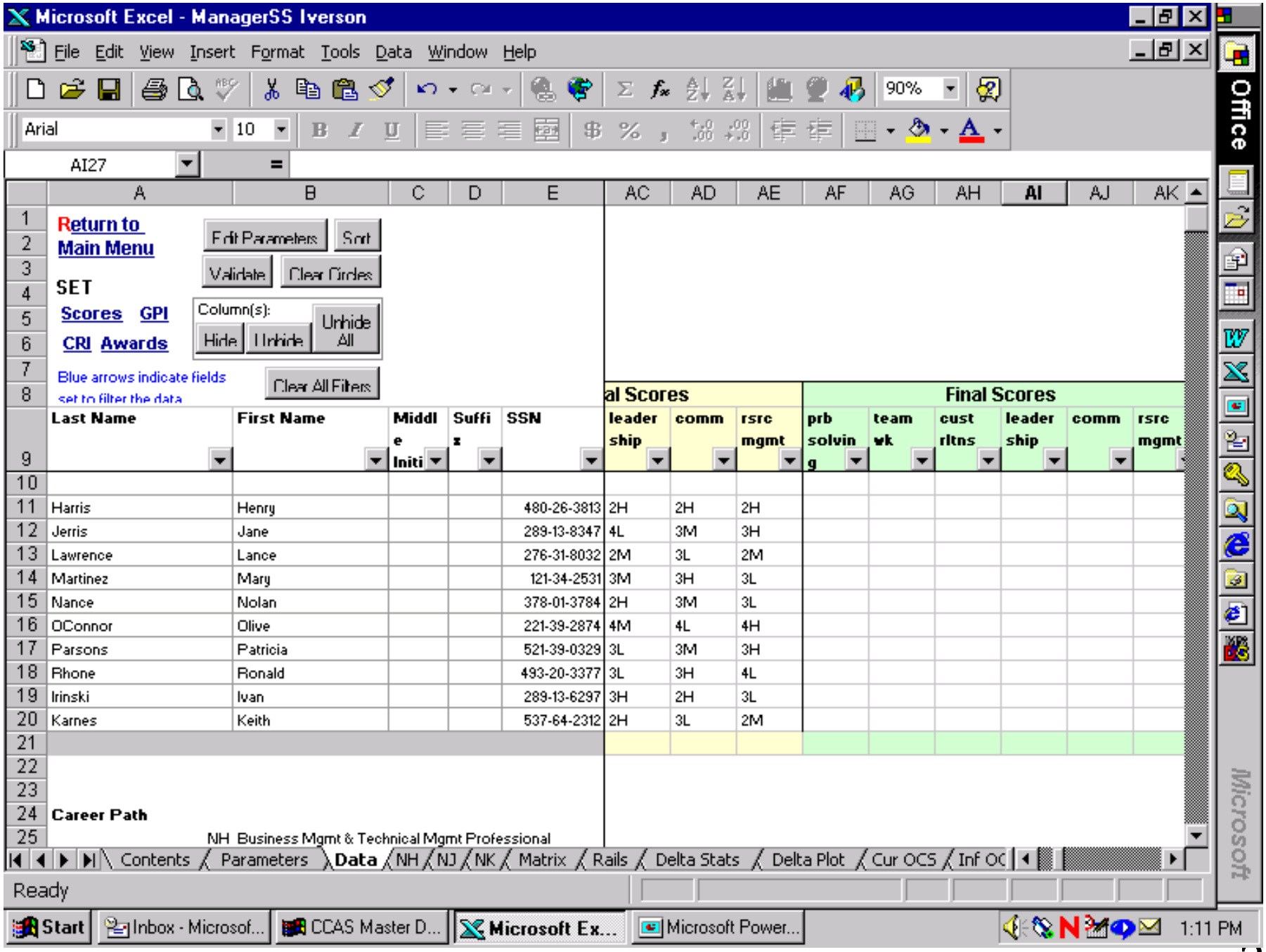
Microsoft Ex...
Microsoft Power...
1:07 PM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Clear Circles
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Scores GPI
CRI Awards
Column(s):
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Unhide
Unhide All
Blue arrows indicate fields set to filter the data
Clear All Filters
Final Scores
Last Name
First Name
Middle Initi
Suffix
SSN
leadership
comm
rsrc mgmt
prb solving
team wk
cust rltns
leadership
comm
rsrc mgmt
Harris Henry 480-26-3813 2H 2H 2H
Jerris Jane 289-13-8347 4L 3M 3H
Lawrence Lance 276-31-8032 2M 3L 2M
Martinez Mary 121-34-2531 3M 3H 3L
Nance Nolan 378-01-3784 2H 3M 3L
OConnor Olive 221-39-2874 4M 4L 4H
Parsons Patricia 521-39-0329 3L 3M 3H
Rhone Ronald 493-20-3377 3L 3H 4L
Irinski Ivan 289-13-6297 3H 2H 3L
Karnes Keith 537-64-2312 2H 3L 2M
Career Path
NH Business Mgmt & Technical Mgmt Professional
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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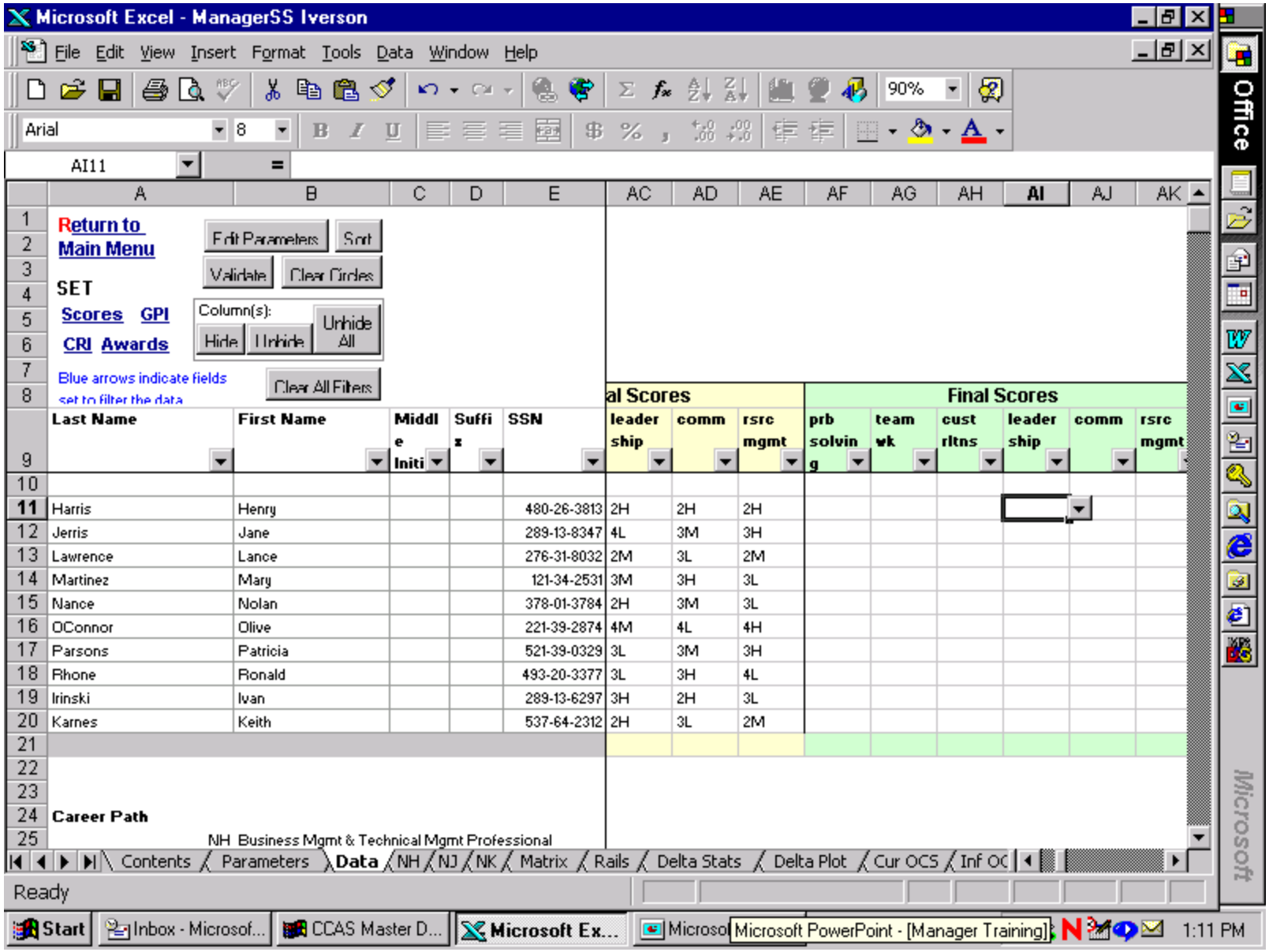
CCAS Master D...
Microsoft Ex...
Microsoft Power...
1:11 PM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Arial 8
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Scores GPI
CRI Awards
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Unhide
Unhide All
Blue arrows indicate fields
Clear All Filters
Final Scores
Last Name
First Name
Middle Initi
Suffix
SSN
leadership
comm
rsrc mgmt
prb solving
team wk
cust rltns
leadership
comm
rsrc mgmt
Harris Henry 480-26-3813 2H 2H 2H
Jerris Jane 289-13-8347 4L 3M 3H
Lawrence Lance 276-31-8032 2M 3L 2M
Martinez Mary 121-34-2531 3M 3H 3L
Nance Nolan 378-01-3784 2H 3M 3L
OConnor Olive 221-39-2874 4M 4L 4H
Parsons Patricia 521-39-0329 3L 3M 3H
Rhone Ronald 493-20-3377 3L 3H 4L
Irinski Ivan 289-13-6297 3H 2H 3L
Karnes Keith 537-64-2312 2H 3L 2M
Career Path
NH Business Mgmt & Technical Mgmt Professional
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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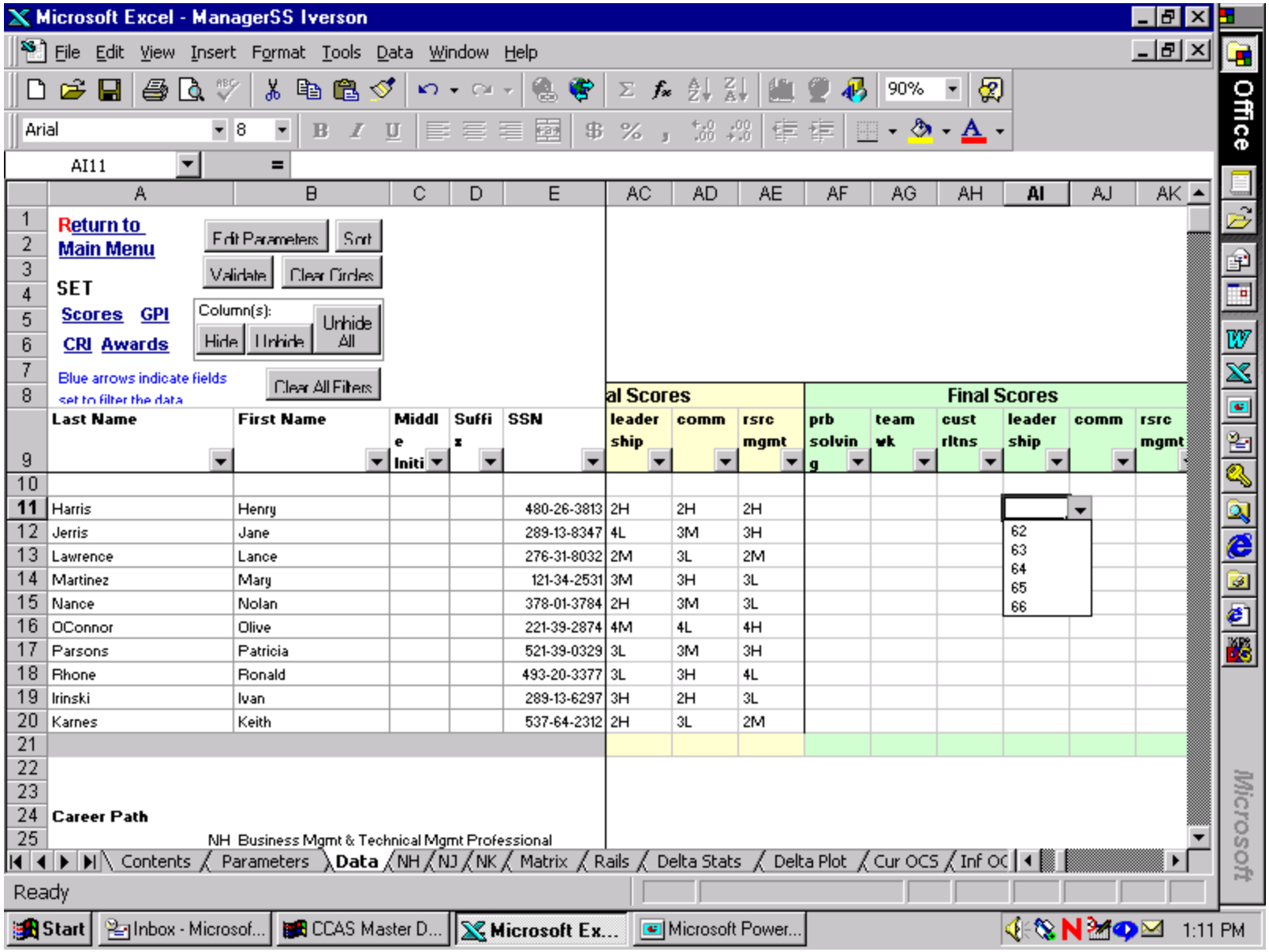
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft PowerPoint - [Manager Training]
1:11 PM


Microsoft Excel - ManagerSS Iverson
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Arial 8
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Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields
Clear All Filters
Final Scores
Last Name
First Name
Middle Initi
Suffix
SSN
leadership
comm
rsrc mgmt
prb solving
team wk
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Jerris Jane 289-13-8347 4L 3M 3H
Lawrence Lance 276-31-8032 2M 3L 2M
Martinez Mary 121-34-2531 3M 3H 3L
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OConnor Olive 221-39-2874 4M 4L 4H
Parsons Patricia 521-39-0329 3L 3M 3H
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Irinski Ivan 289-13-6297 3H 2H 3L
Karnes Keith 537-64-2312 2H 3L 2M
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Career Path
NH Business Mgmt & Technical Mgmt Professional
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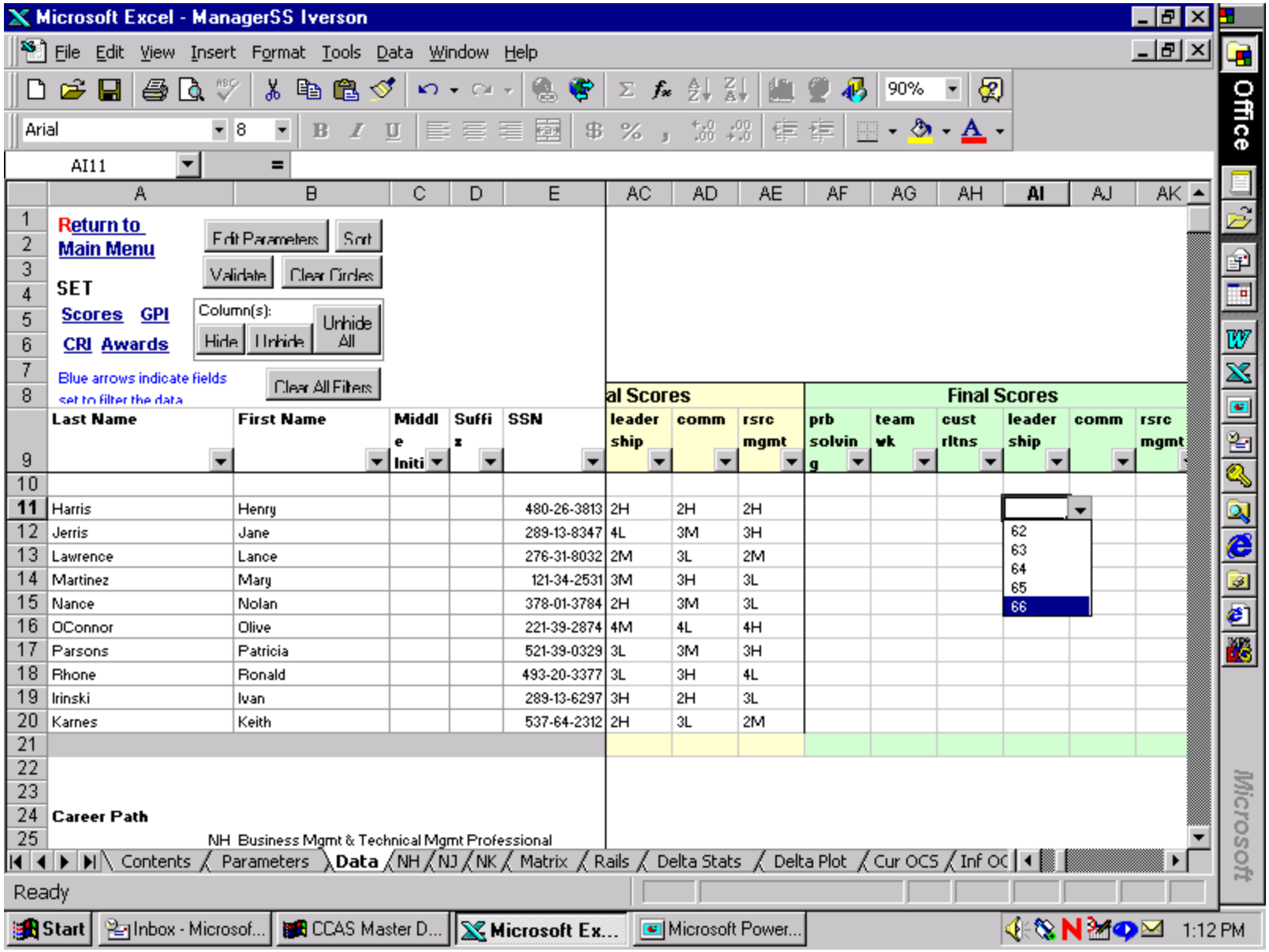
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Martinez Mary 121-34-2531 3M 3H 3L
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Career Path
NH Business Mgmt & Technical Mgmt Professional
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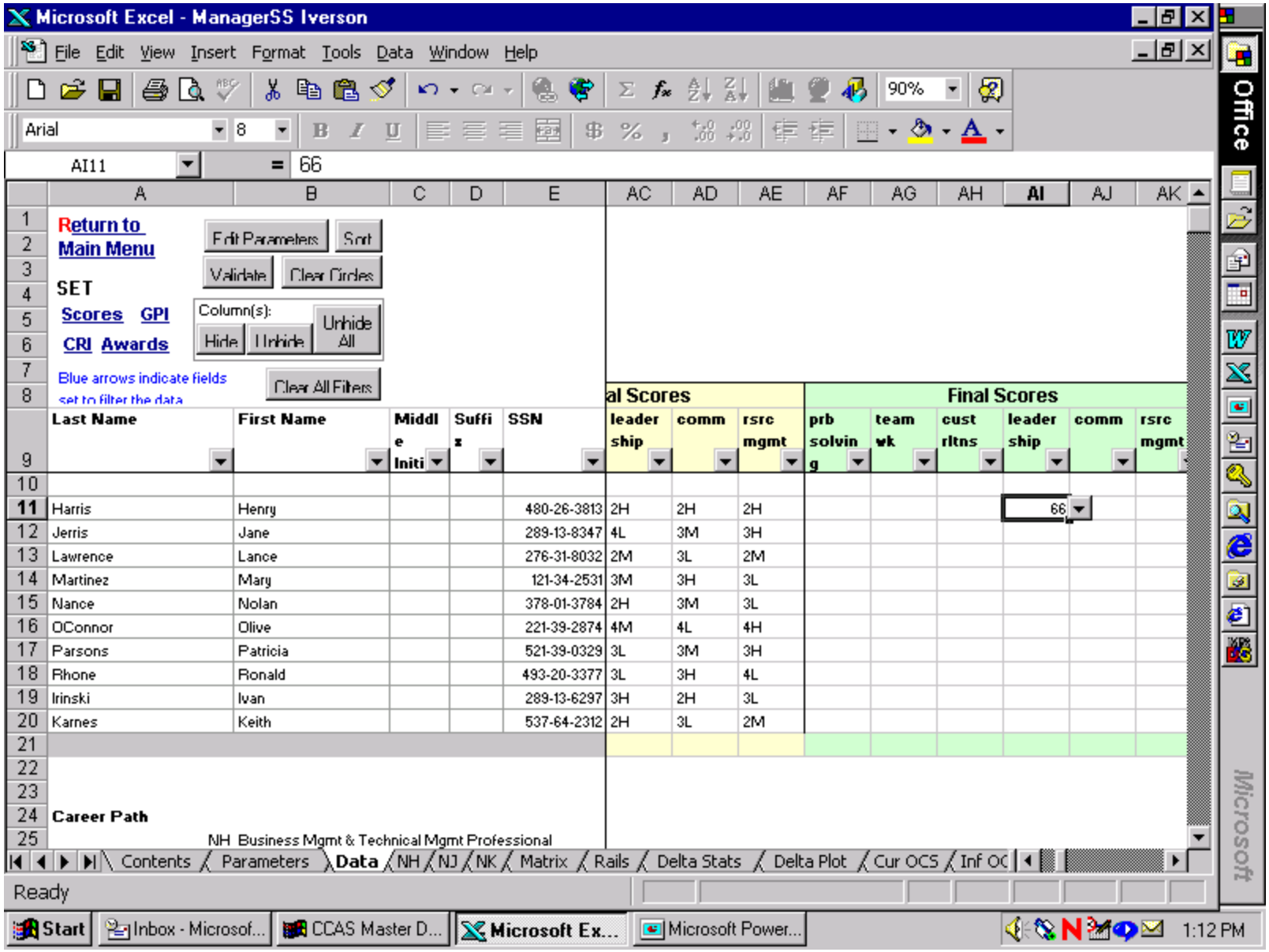
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Rhone Ronald 493-20-3377 3L 3H 4L
Irinski Ivan 289-13-6297 3H 2H 3L
Karnes Keith 537-64-2312 2H 3L 2M
Career Path
NH Business Mgmt & Technical Mgmt Professional
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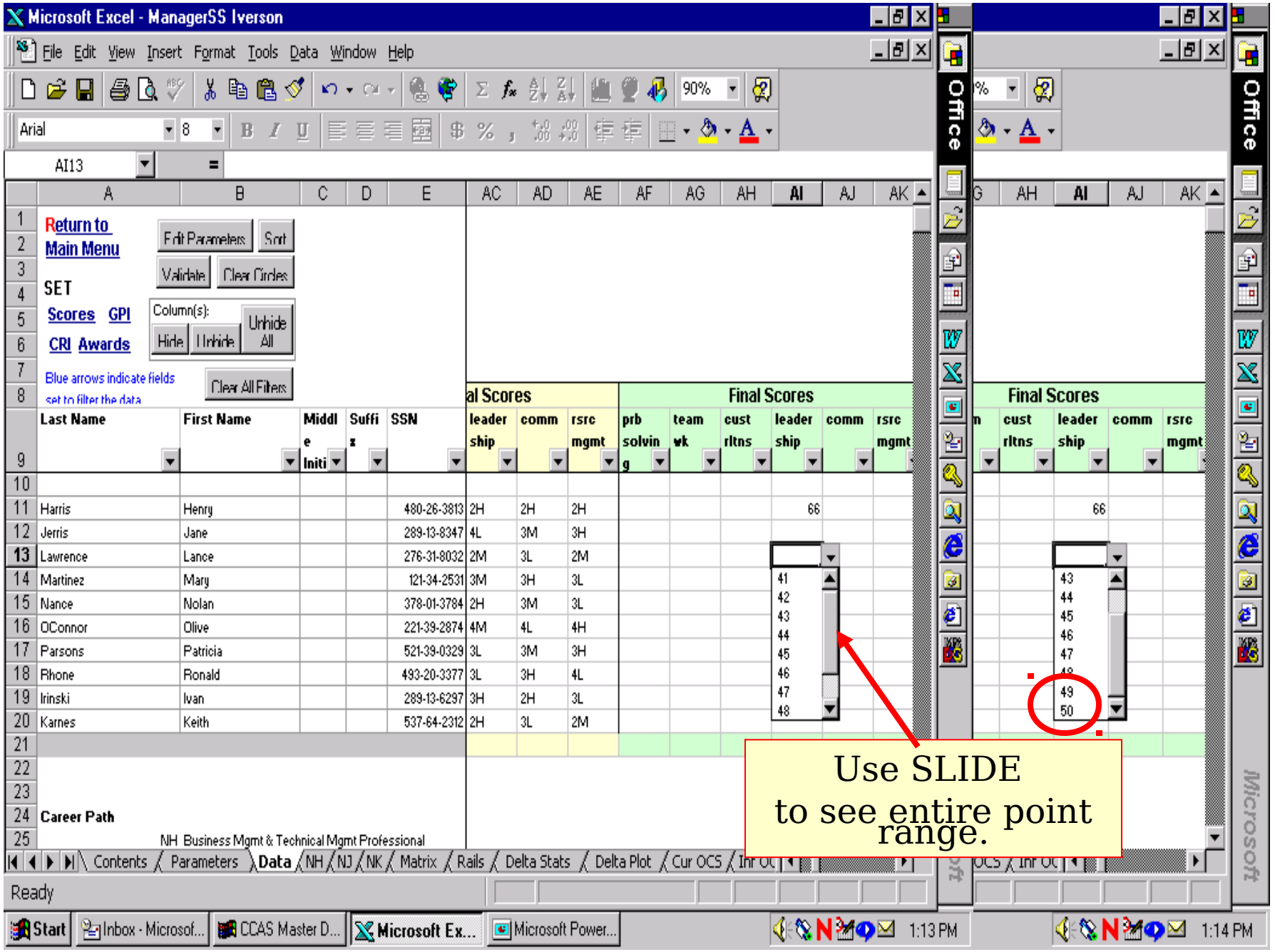
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Karnes Keith 537-64-2312 2H 3L 2M
41 42 43 44 45 46 47 48
43 44 45 46 47 49 50
Career Path
NH Business Mgmt & Technical Mgmt Professional
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS
Use SLIDE to see entire point range.
Ready
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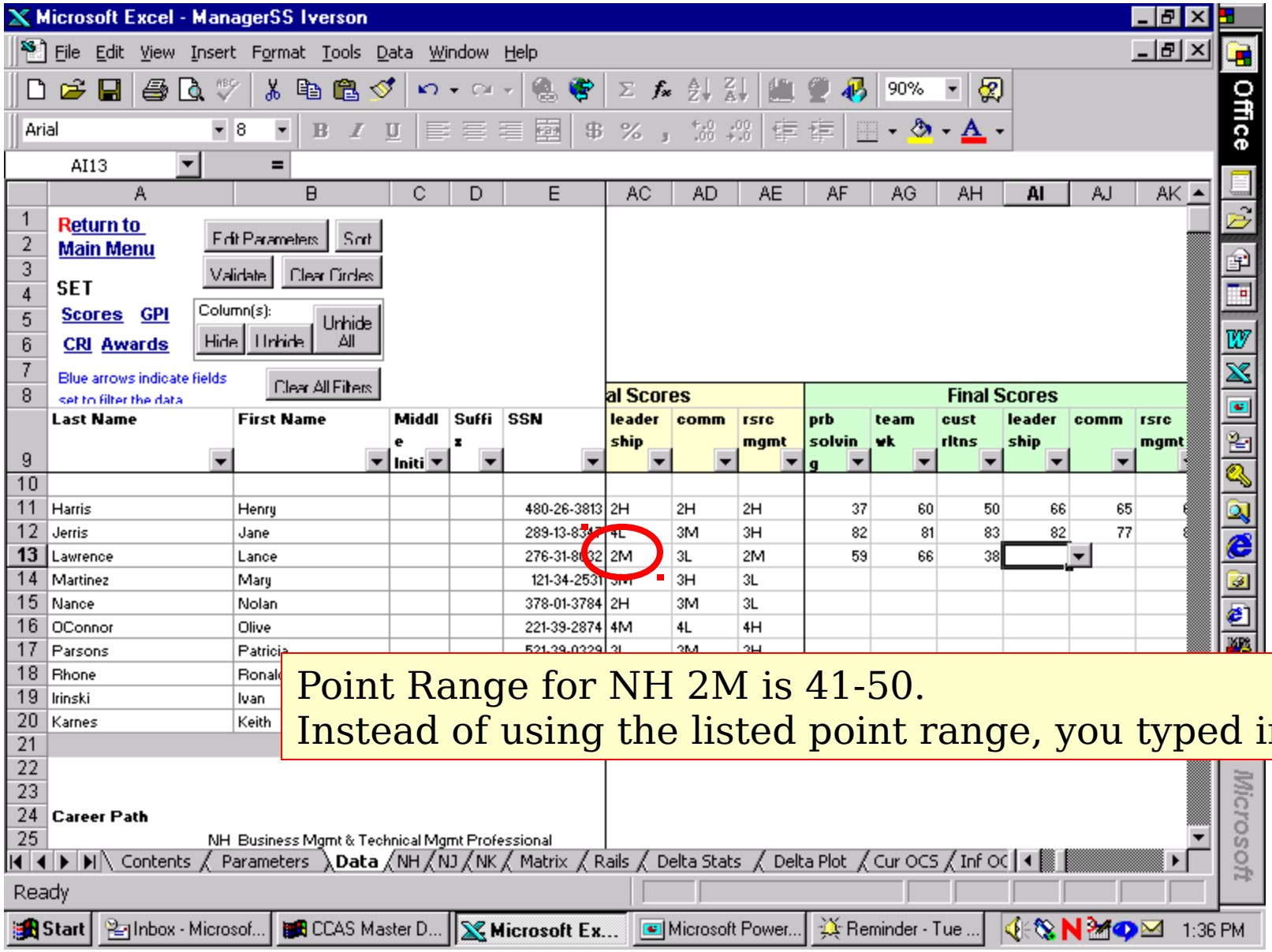
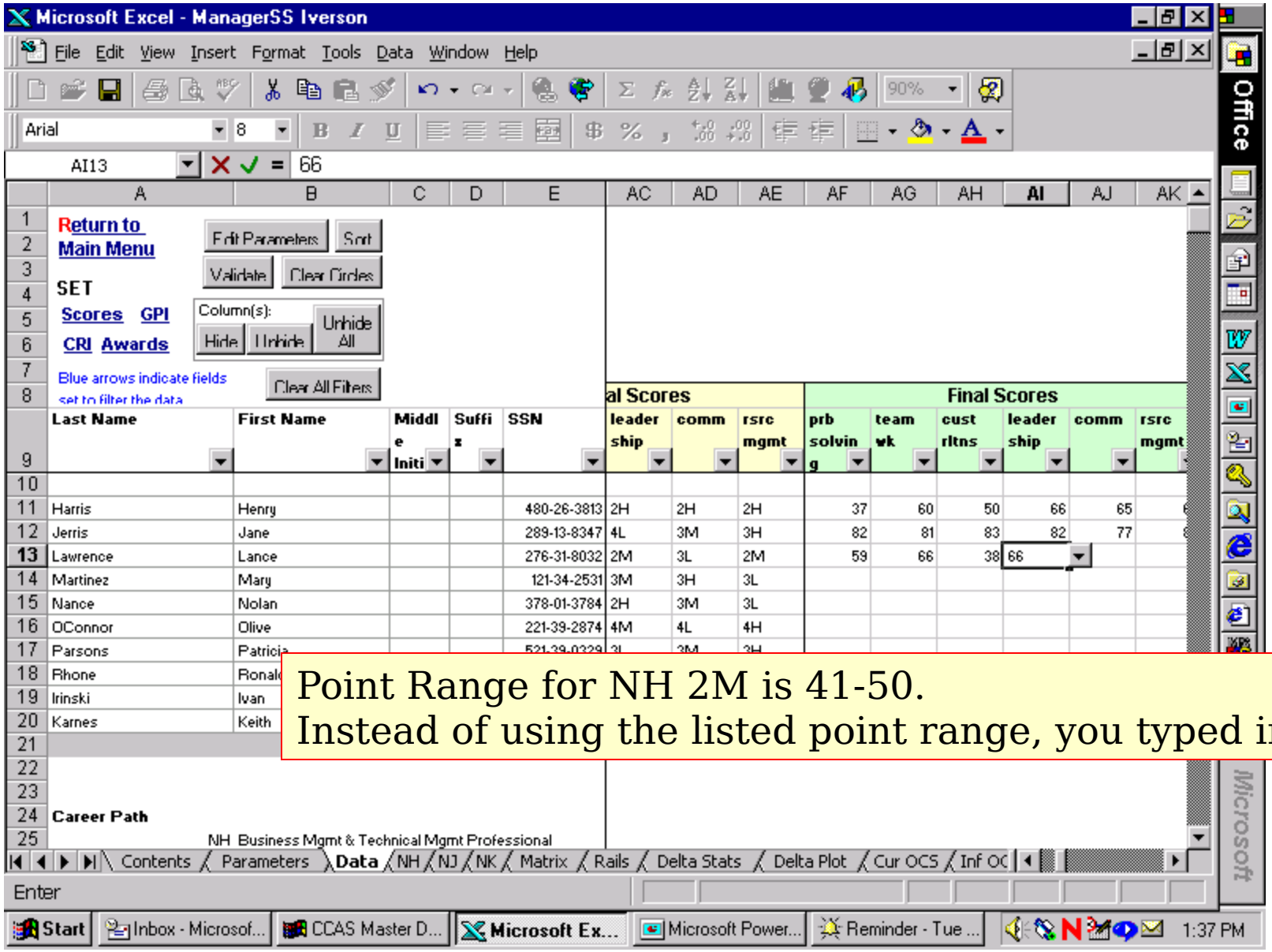
1:13 PM
1:14 PM



Point Range for NH 2M is 41-50.
Instead of using the listed point range, you typed in 66.



Point Range for NH 2M is 41-50.
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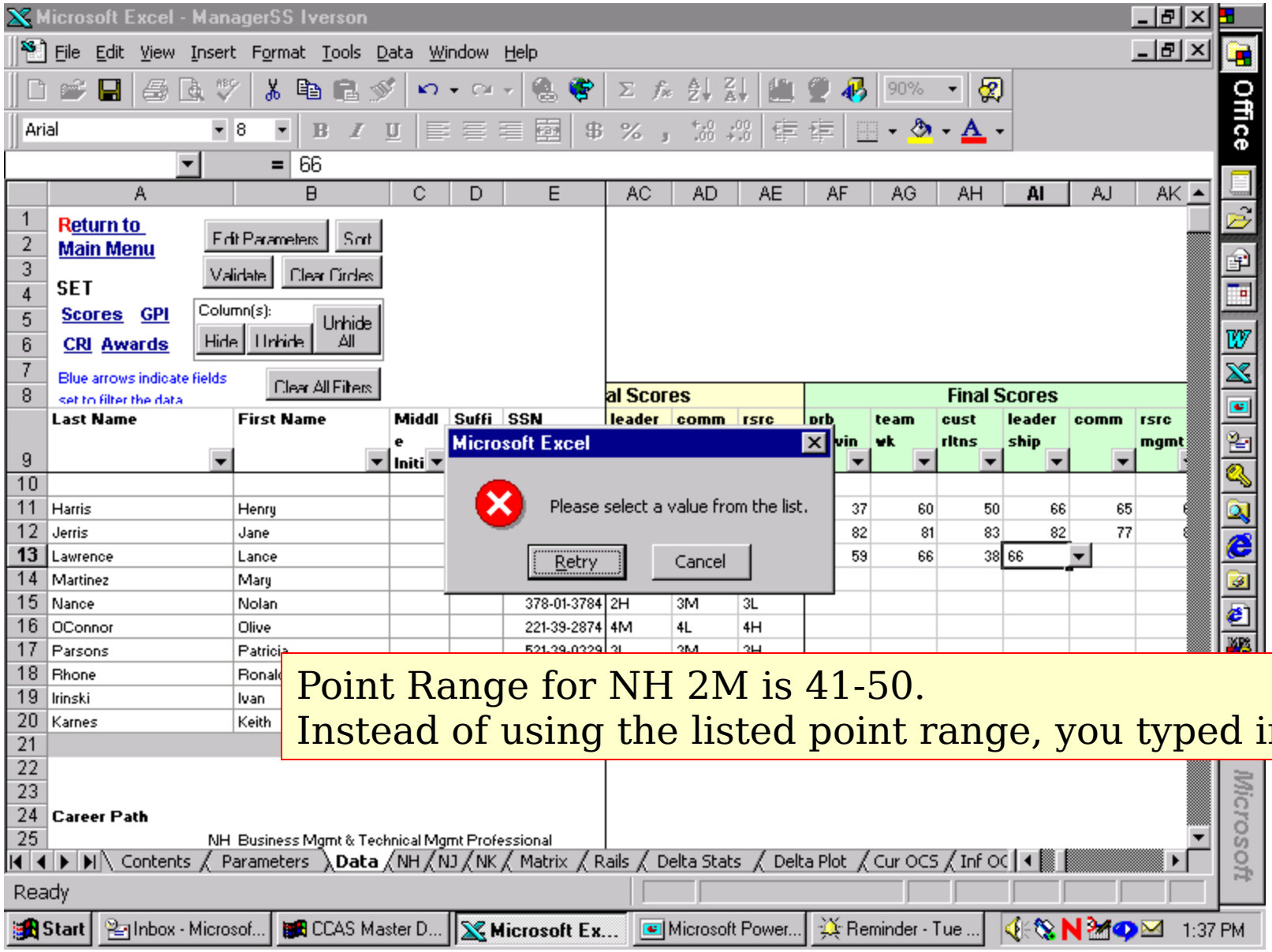
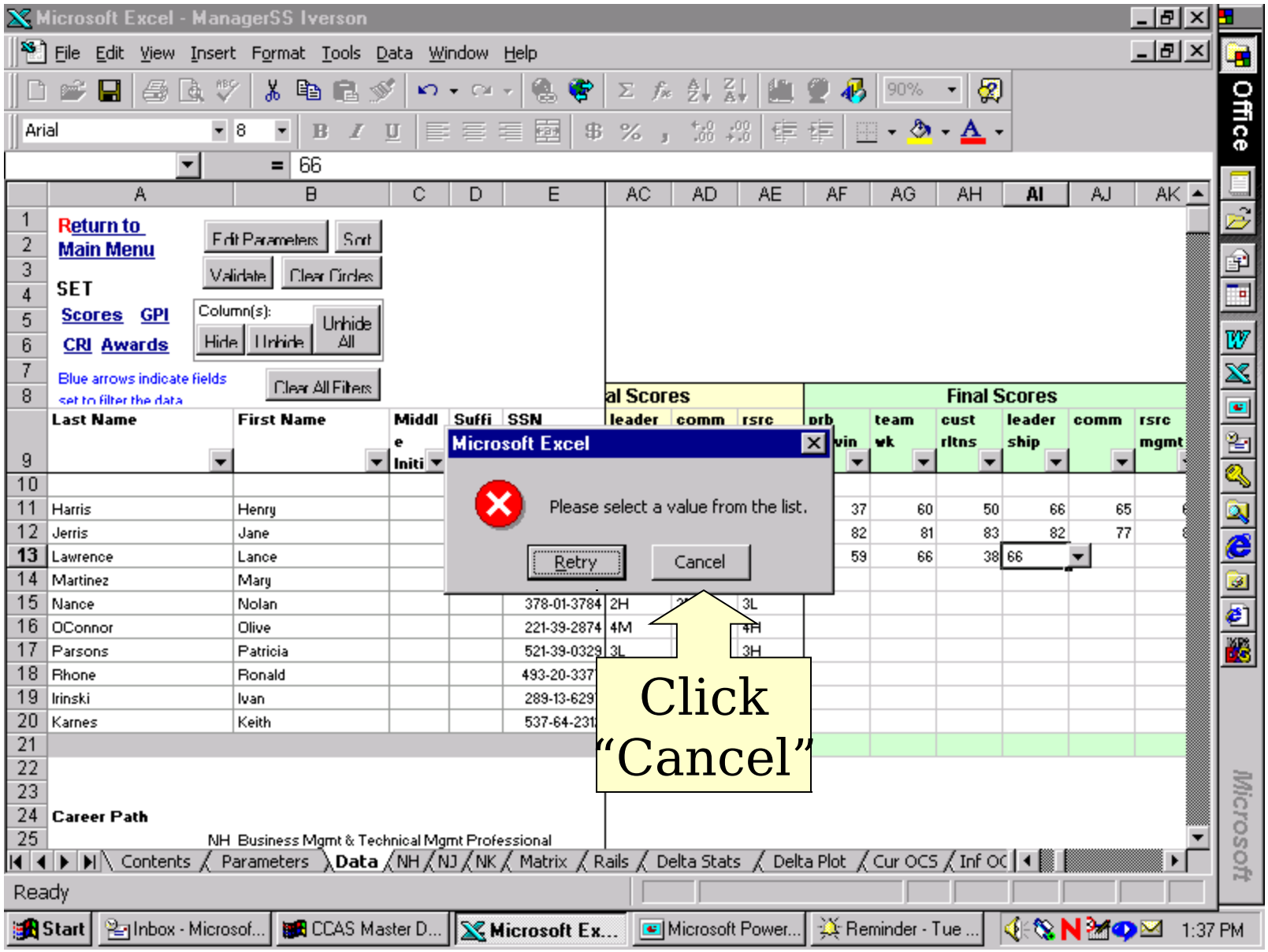


Point Range for NH 2M is 41-50.
Instead of using the listed point range, you typed in 66.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Blue arrows indicate fields
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Lawrence Lance
Martinez Mary
Nance Nolan 378-01-3784
OConnor Olive 221-39-2874
Parsons Patricia 521-39-0329
Rhone Ronald 493-20-337
Irinski Ivan 289-13-629
Karnes Keith 537-64-231
Career Path
NH Business Mgmt & Technical Mgmt Professional
Microsoft Excel
Please select a value from the list.
Retry
Cancel
Click "Cancel"
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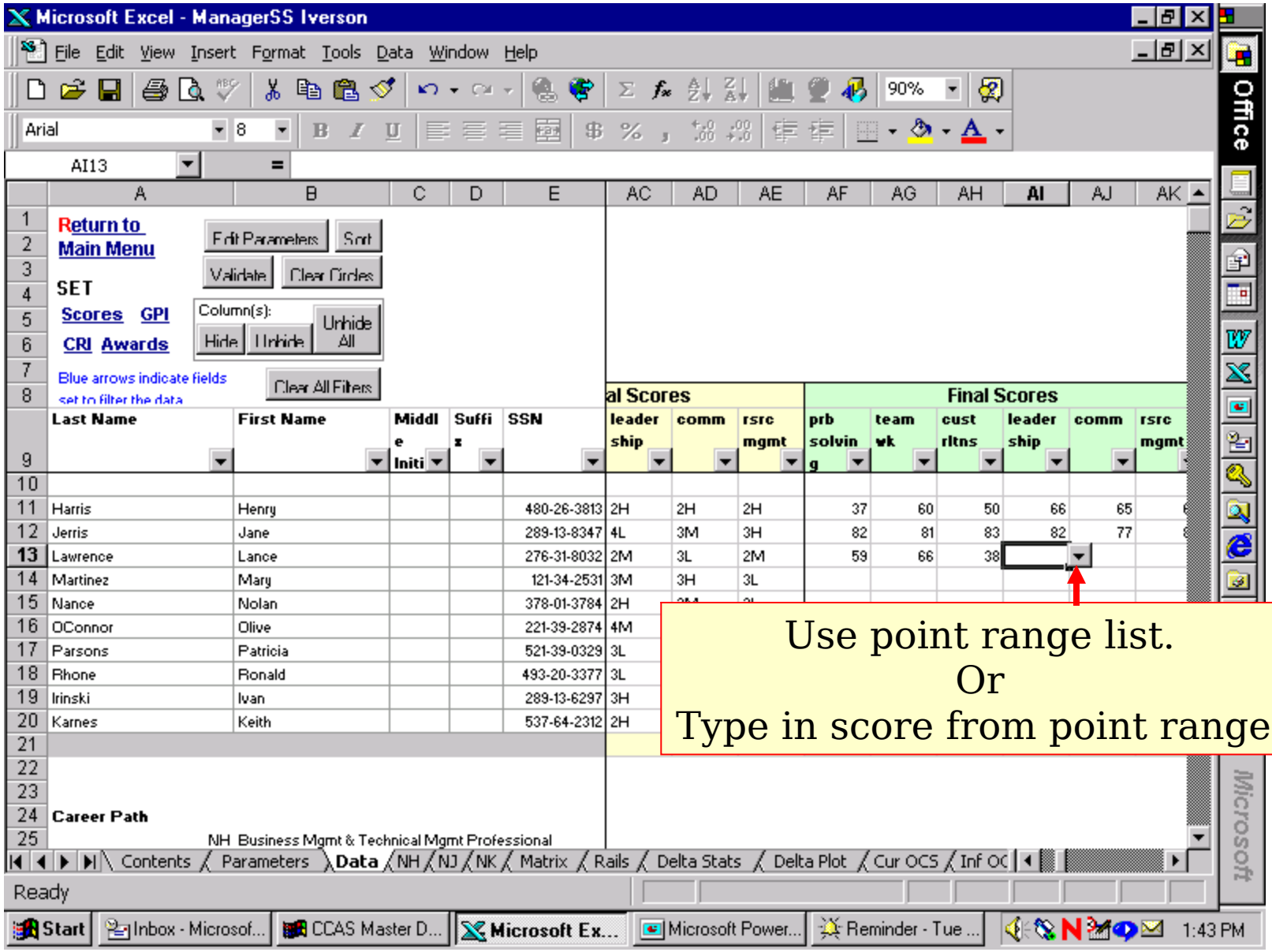
Reminder - Tue ...
1:37 PM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Jerris Jane 289-13-8347 4L 3M 3H 82 81 83 82 77
Lawrence Lance 276-31-8032 2M 3L 2M 59 66 38
Martinez Mary 121-34-2531 3M 3H 3L
Nance Nolan 378-01-3784 2H
OConnor Olive 221-39-2874 4M
Parsons Patricia 521-39-0329 3L
Rhone Ronald 493-20-3377 3L
Irinski Ivan 289-13-6297 3H
Karnes Keith 537-64-2312 2H
Career Path
NH Business Mgmt & Technical Mgmt Professional
Use point range list.
Or
Type in score from point range.
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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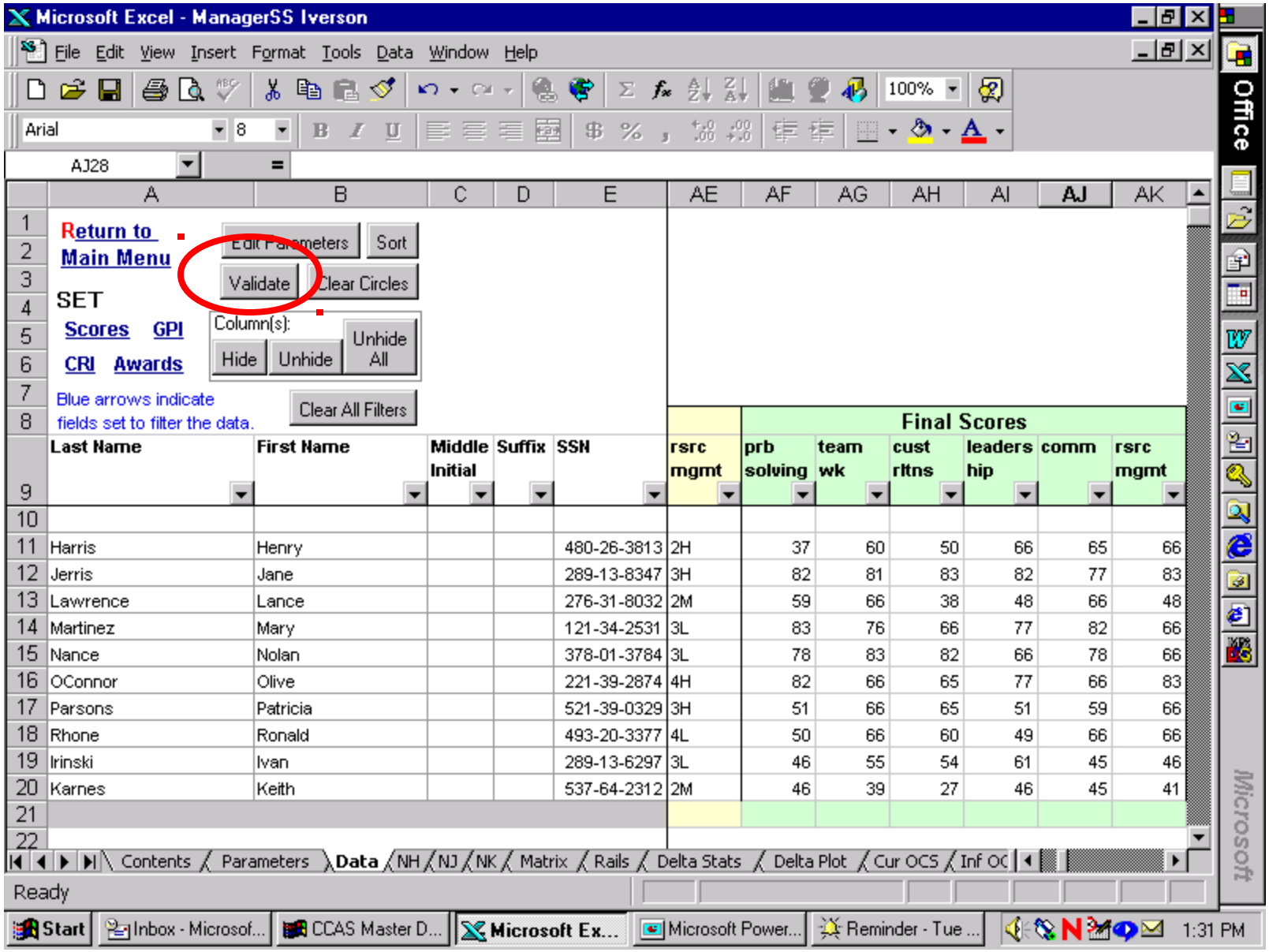
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Jerris Jane 289-13-8347 3H 82 81 83 82 77 83
Lawrence Lance 276-31-8032 2M 59 66 38 48 66 48
Martinez Mary 121-34-2531 3L 83 76 66 77 82 66
Nance Nolan 378-01-3784 3L 78 83 82 66 78 66
OConnor Olive 221-39-2874 4H 82 66 65 77 66 83
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Rhone Ronald 493-20-3377 4L 50 66 60 49 66 66
Irinski Ivan 289-13-6297 3L 46 55 54 61 45 46
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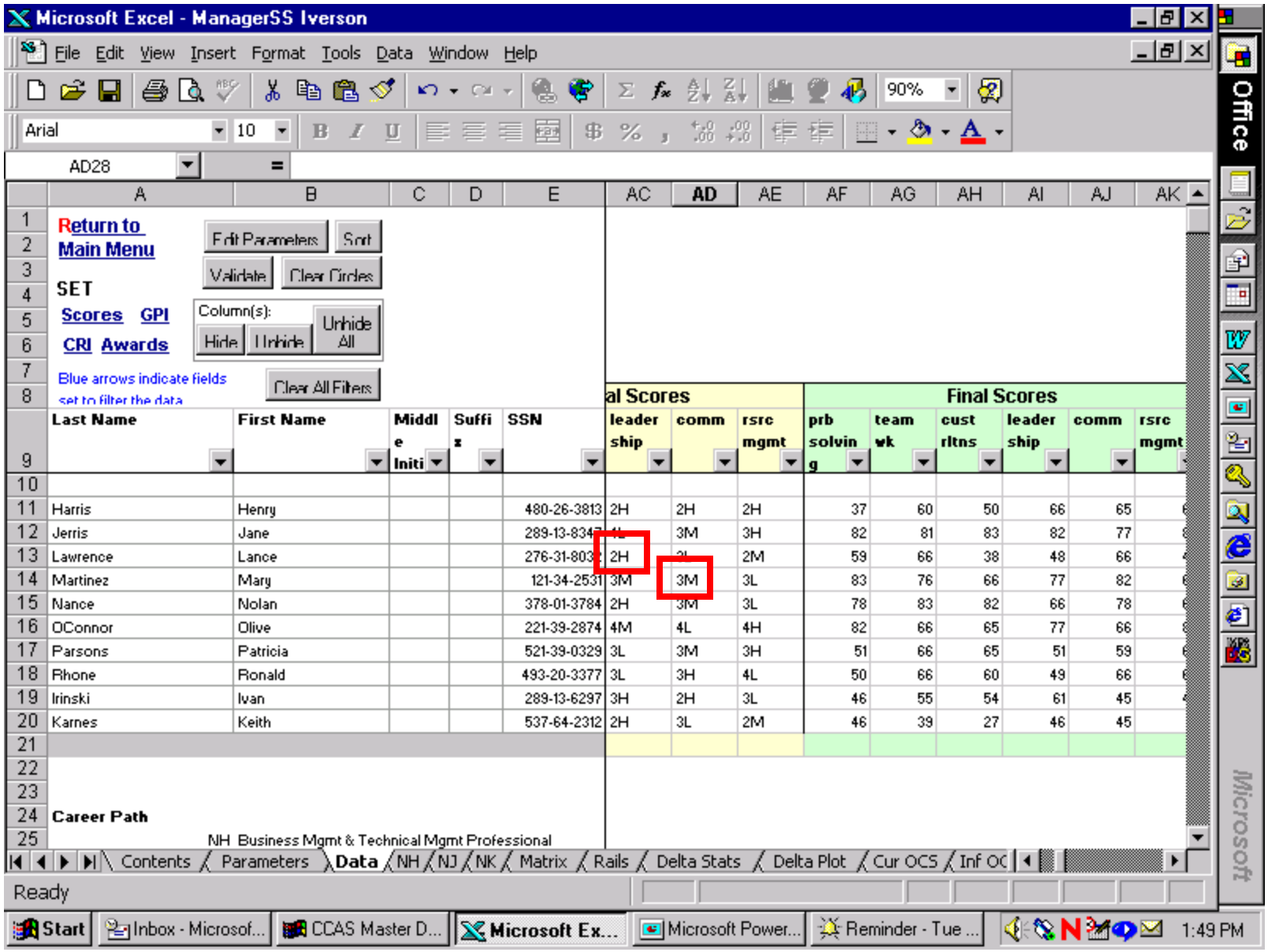
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Lawrence Lance 276-31-803 2H 2L 2M 59 66 38 48 66
Martinez Mary 121-34-2531 3M 3M 3L 83 76 66 77 82
Nance Nolan 378-01-3784 2H 3M 3L 78 83 82 66 78
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Karnes Keith 537-64-2312 2H 3L 2M 46 39 27 46 45
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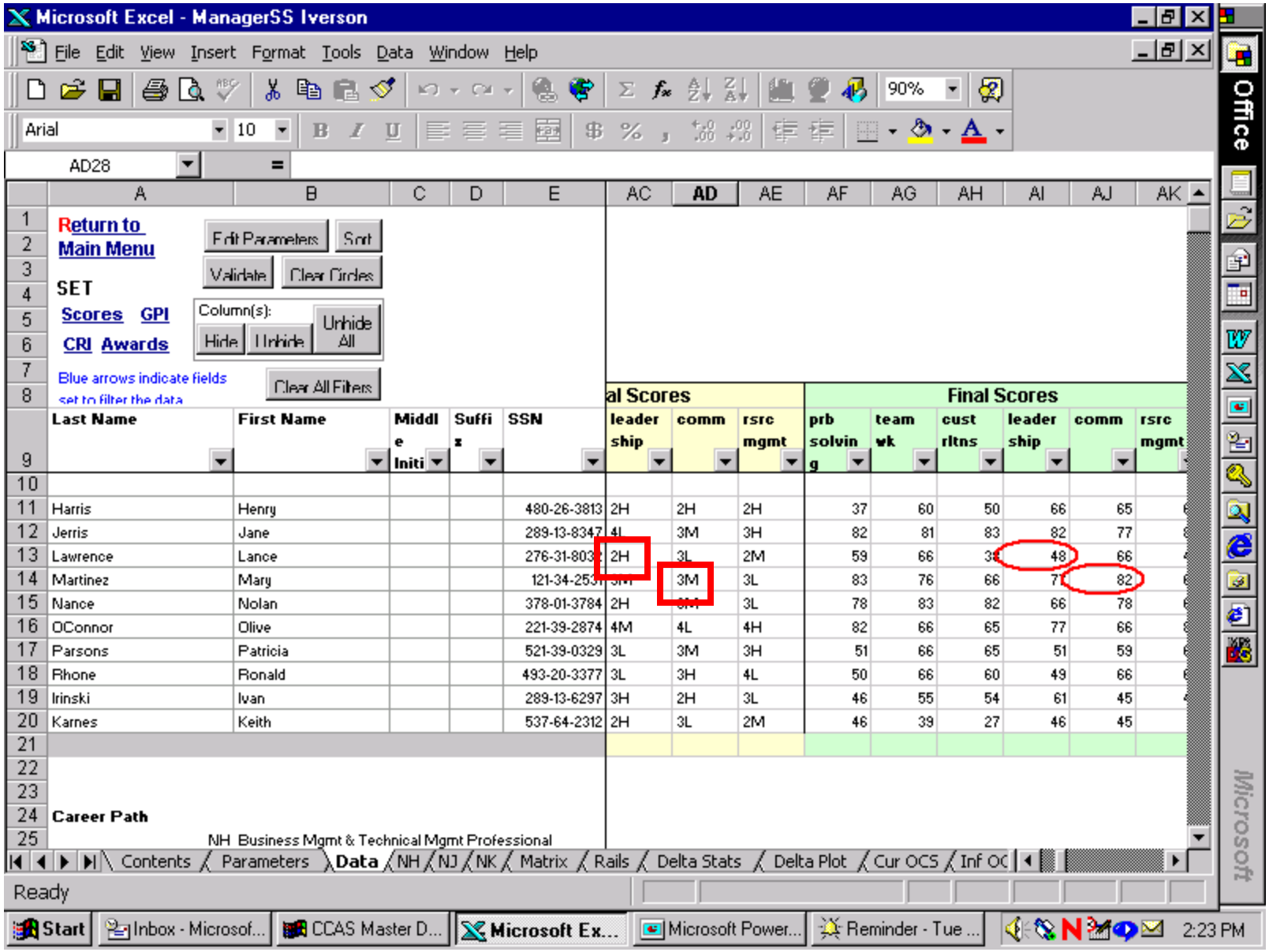
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Martinez Mary 121-34-253 3M 3L 83 76 66 82
Nance Nolan 378-01-3784 2H 3L 78 83 82 66 78
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Rhone Ronald 493-20-3377 3L 3H 4L 50 66 60 49 66
Irinski Ivan 289-13-6297 3H 2H 3L 46 55 54 61 45
Karnes Keith 537-64-2312 2H 3L 2M 46 39 27 46 45
Career Path
NH Business Mgmt & Technical Mgmt Professional
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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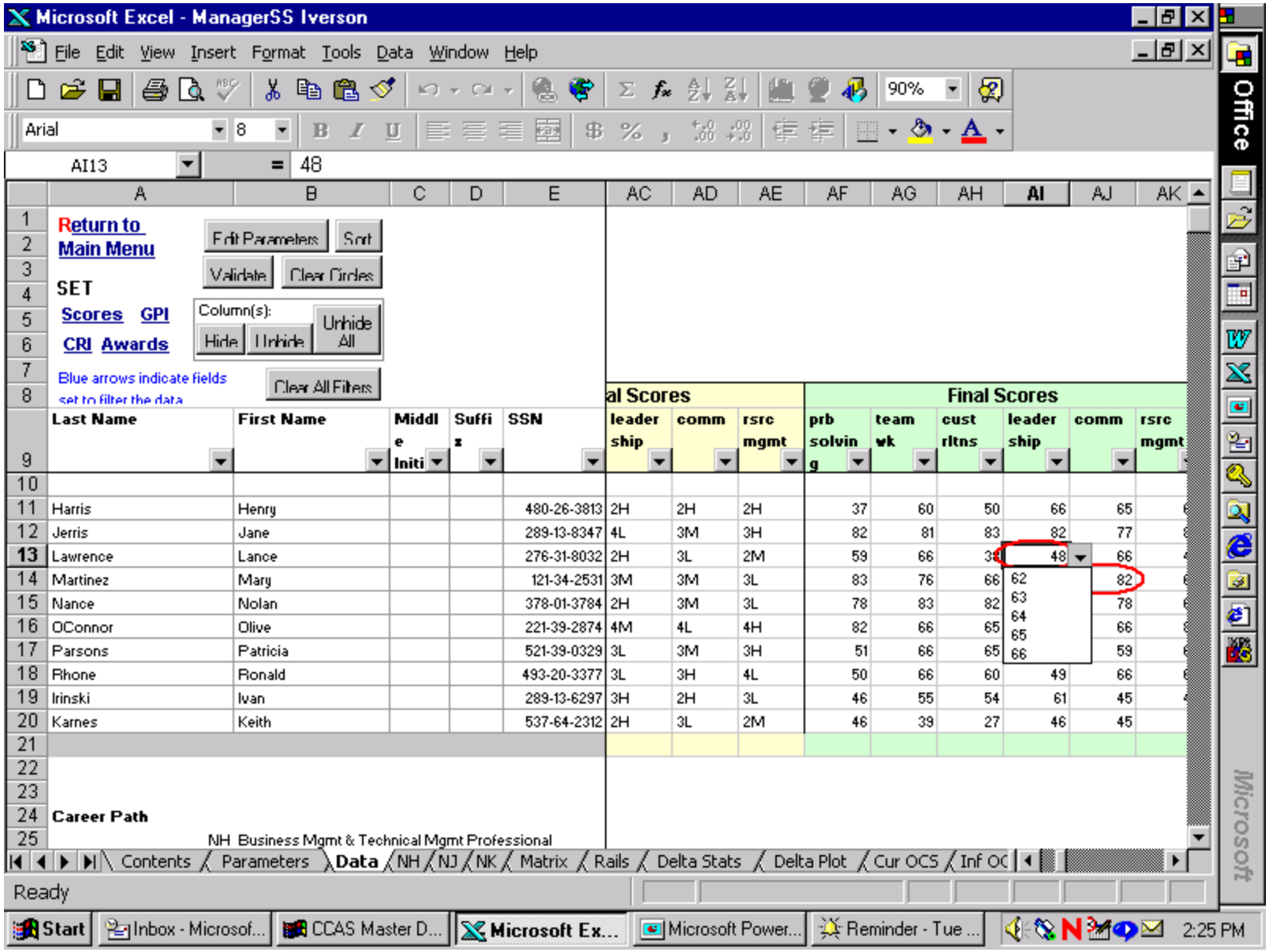
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Career Path
NH Business Mgmt & Technical Mgmt Professional
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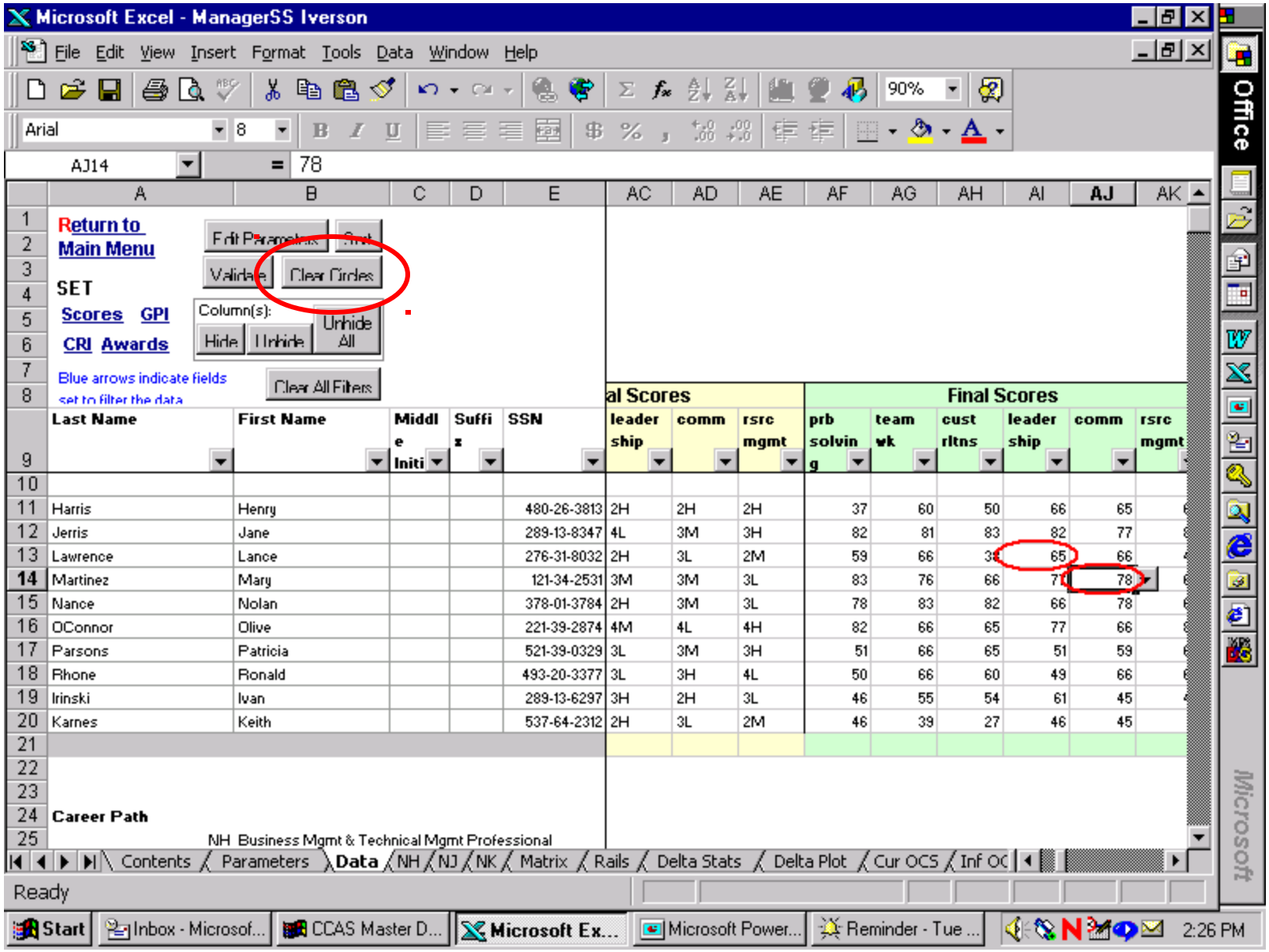
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Lawrence Lance 276-31-8032 2H 3L 2M 59 66 65 66
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Rhone Ronald 493-20-3377 3L 3H 4L 50 66 60 49 66
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Karnes Keith 537-64-2312 2H 3L 2M 46 39 27 46 45
Career Path
NH Business Mgmt & Technical Mgmt Professional
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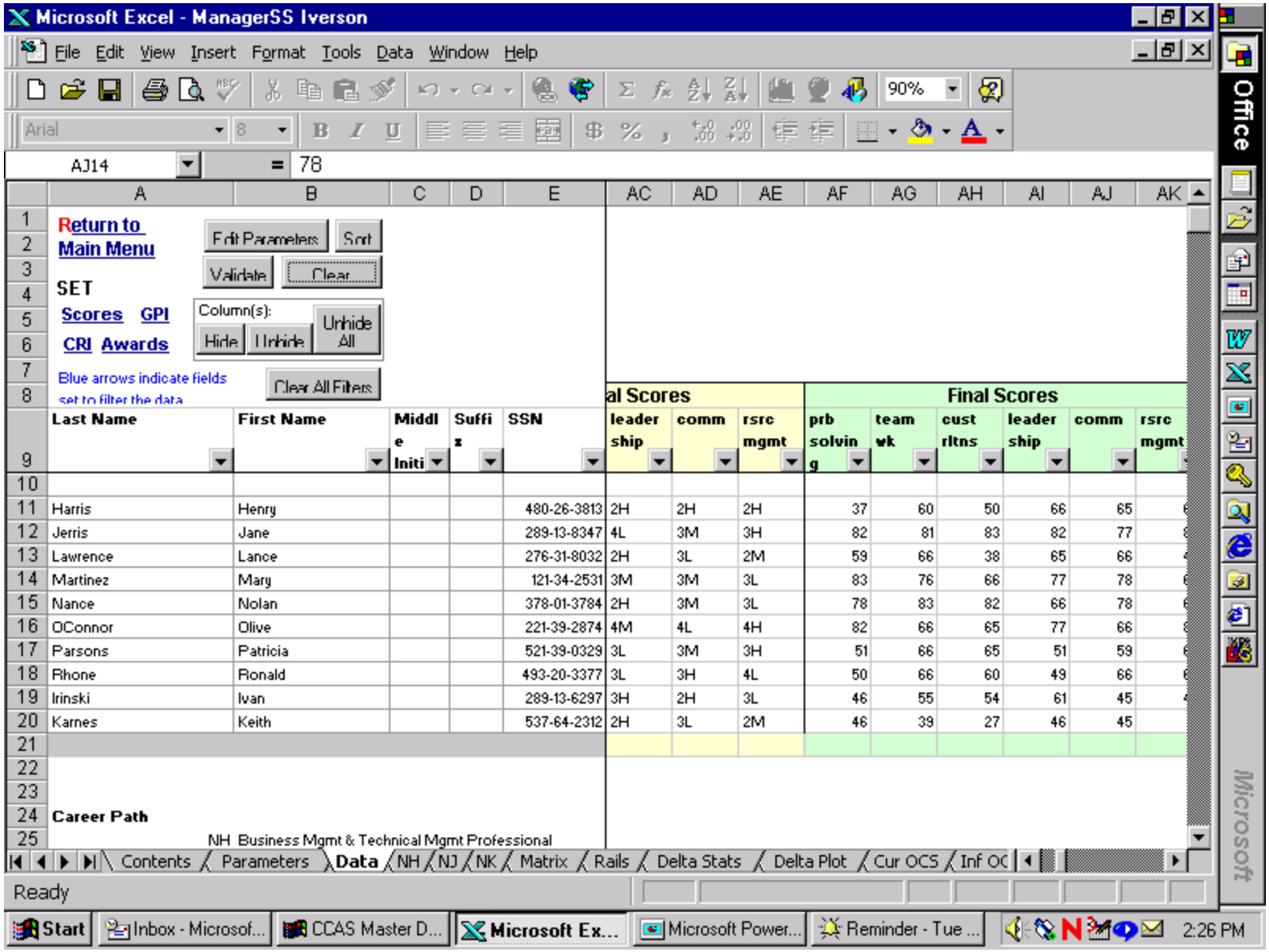
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Jerris Jane 289-13-8347 4L 3M 3H 82 81 83 82 77
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Rhone Ronald 493-20-3377 3L 3H 4L 50 66 60 49 66
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Karnes Keith 537-64-2312 2H 3L 2M 46 39 27 46 45
Career Path
NH Business Mgmt & Technical Mgmt Professional
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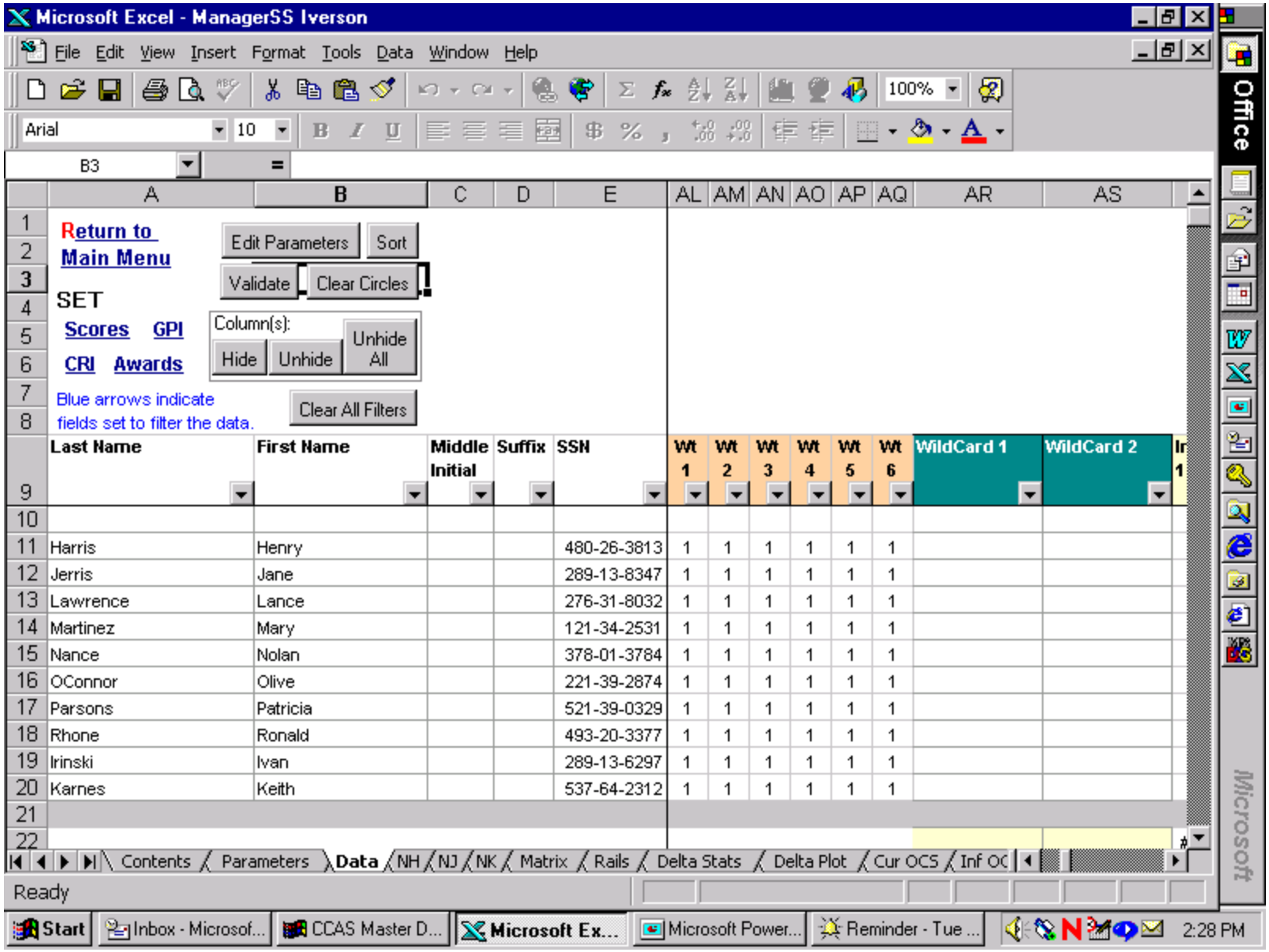
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WildCard 1
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Jerris Jane 289-13-8347
Lawrence Lance 276-31-8032
Martinez Mary 121-34-2531
Nance Nolan 378-01-3784
OConnor Olive 221-39-2874
Parsons Patricia 521-39-0329
Rhone Ronald 493-20-3377
Irinski Ivan 289-13-6297
Karnes Keith 537-64-2312
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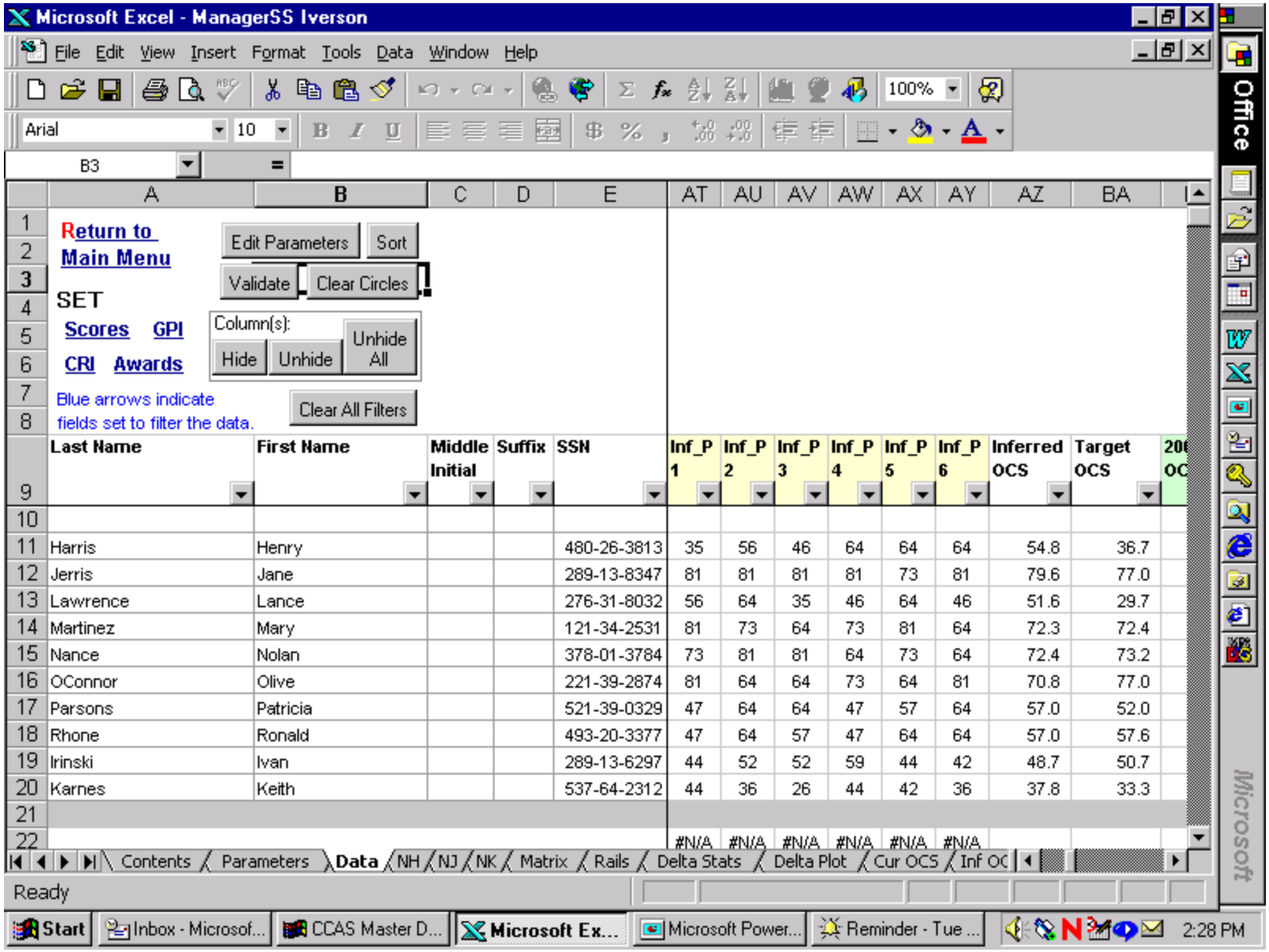
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Inf_P 2
Inf_P 3
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Inf_P 5
Inf_P 6
Inferred OCS
Target OCS
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Jerris Jane 289-13-8347 81 81 81 81 73 81 79.6 77.0
Lawrence Lance 276-31-8032 56 64 35 46 64 46 51.6 29.7
Martinez Mary 121-34-2531 81 73 64 73 81 64 72.3 72.4
Nance Nolan 378-01-3784 73 81 81 64 73 64 72.4 73.2
OConnor Olive 221-39-2874 81 64 64 73 64 81 70.8 77.0
Parsons Patricia 521-39-0329 47 64 64 47 57 64 57.0 52.0
Rhone Ronald 493-20-3377 47 64 57 47 64 64 57.0 57.6
Irinski Ivan 289-13-6297 44 52 52 59 44 42 48.7 50.7
Karnes Keith 537-64-2312 44 36 26 44 42 36 37.8 33.3
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Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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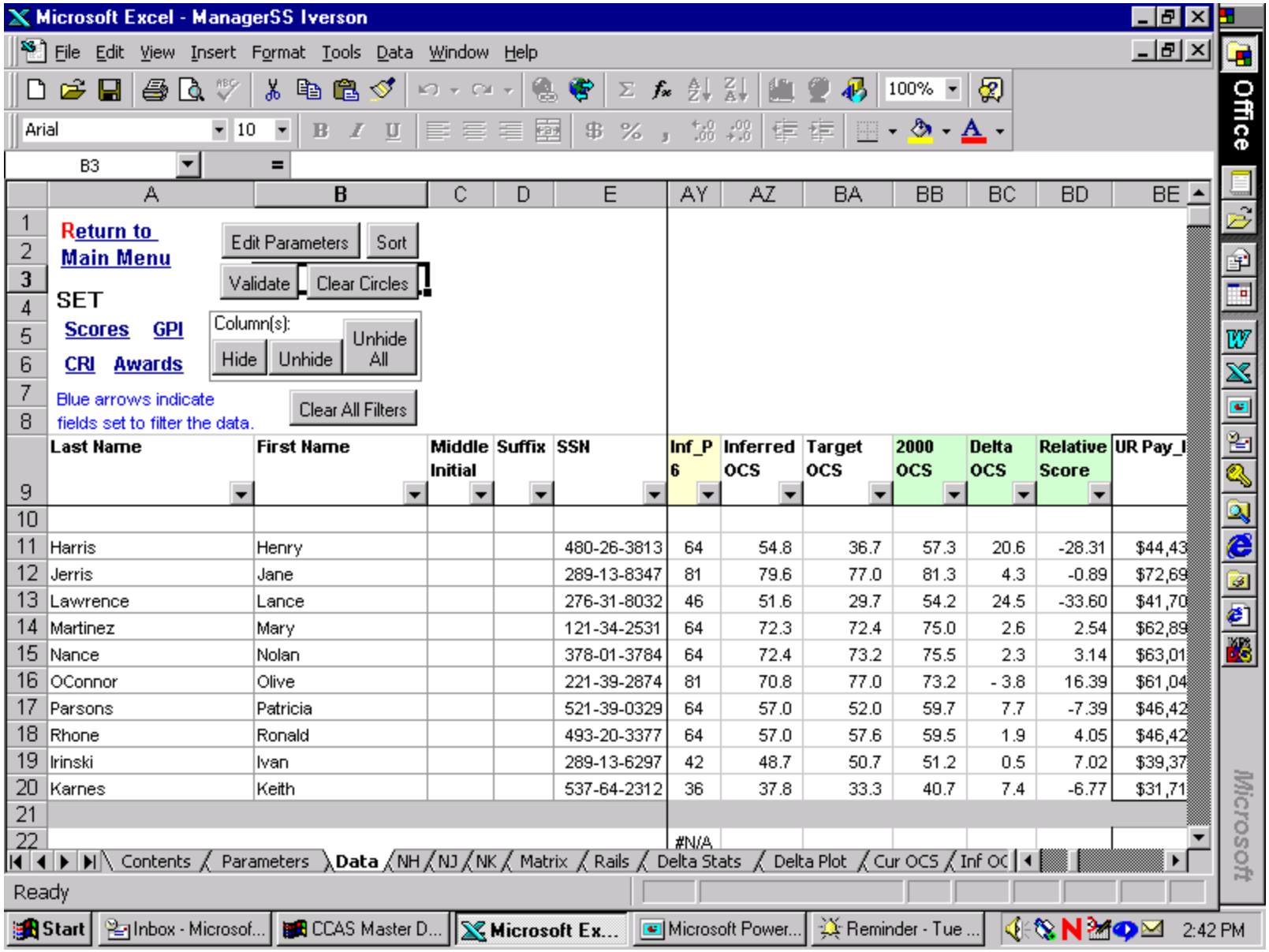
Reminder - Tue ...
2:28 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Last Name
First Name
Middle Initial
Suffix
SSN
Inf_P 6
Inferred OCS
Target OCS
2000 OCS
Delta OCS
Relative Score
UR Pay_I
Harris Henry 480-26-3813 64 54.8 36.7 57.3 20.6 -28.31 $44,43
Jerris Jane 289-13-8347 81 79.6 77.0 81.3 4.3 -0.89 $72,69
Lawrence Lance 276-31-8032 46 51.6 29.7 54.2 24.5 -33.60 $41,70
Martinez Mary 121-34-2531 64 72.3 72.4 75.0 2.6 2.54 $62,89
Nance Nolan 378-01-3784 64 72.4 73.2 75.5 2.3 3.14 $63,01
OConnor Olive 221-39-2874 81 70.8 77.0 73.2 - 3.8 16.39 $61,04
Parsons Patricia 521-39-0329 64 57.0 52.0 59.7 7.7 -7.39 $46,42
Rhone Ronald 493-20-3377 64 57.0 57.6 59.5 1.9 4.05 $46,42
Irinski Ivan 289-13-6297 42 48.7 50.7 51.2 0.5 7.02 $39,37
Karnes Keith 537-64-2312 36 37.8 33.3 40.7 7.4 -6.77 $31,71
#N/A
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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Start
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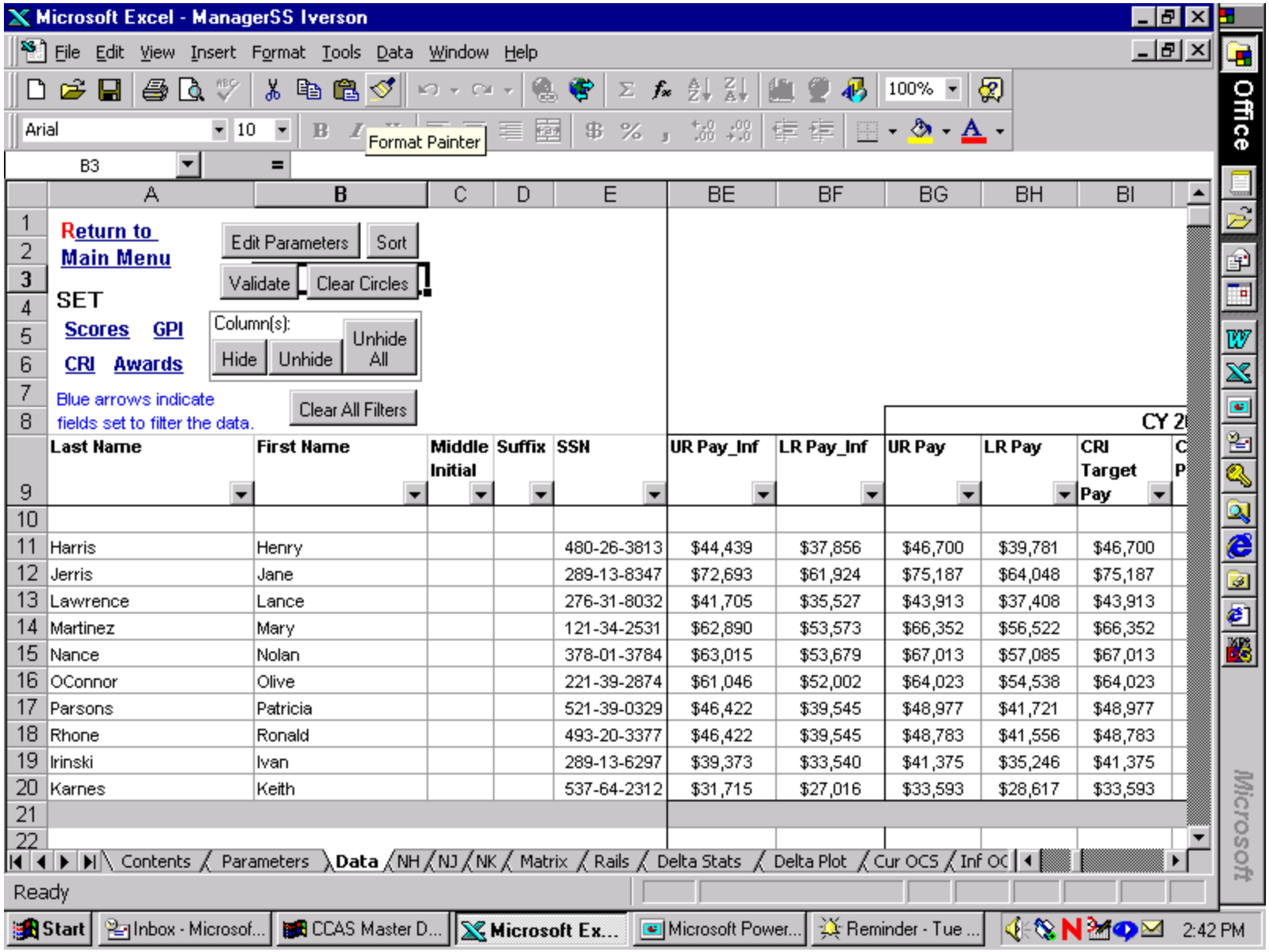
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:42 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Format Painter
Arial
10
100%
B3
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores
GPI
CRI
Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
CY 2
Last Name
First Name
Middle Initial
Suffix
SSN
UR Pay_Inf
LR Pay_Inf
UR Pay
LR Pay
CRI Target Pay
Harris Henry 480-26-3813 $44,439 $37,856 $46,700 $39,781 $46,700
Jerris Jane 289-13-8347 $72,693 $61,924 $75,187 $64,048 $75,187
Lawrence Lance 276-31-8032 $41,705 $35,527 $43,913 $37,408 $43,913
Martinez Mary 121-34-2531 $62,890 $53,573 $66,352 $56,522 $66,352
Nance Nolan 378-01-3784 $63,015 $53,679 $67,013 $57,085 $67,013
OConnor Olive 221-39-2874 $61,046 $52,002 $64,023 $54,538 $64,023
Parsons Patricia 521-39-0329 $46,422 $39,545 $48,977 $41,721 $48,977
Rhone Ronald 493-20-3377 $46,422 $39,545 $48,783 $41,556 $48,783
Irinski Ivan 289-13-6297 $39,373 $33,540 $41,375 $35,246 $41,375
Karnes Keith 537-64-2312 $31,715 $27,016 $33,593 $28,617 $33,593
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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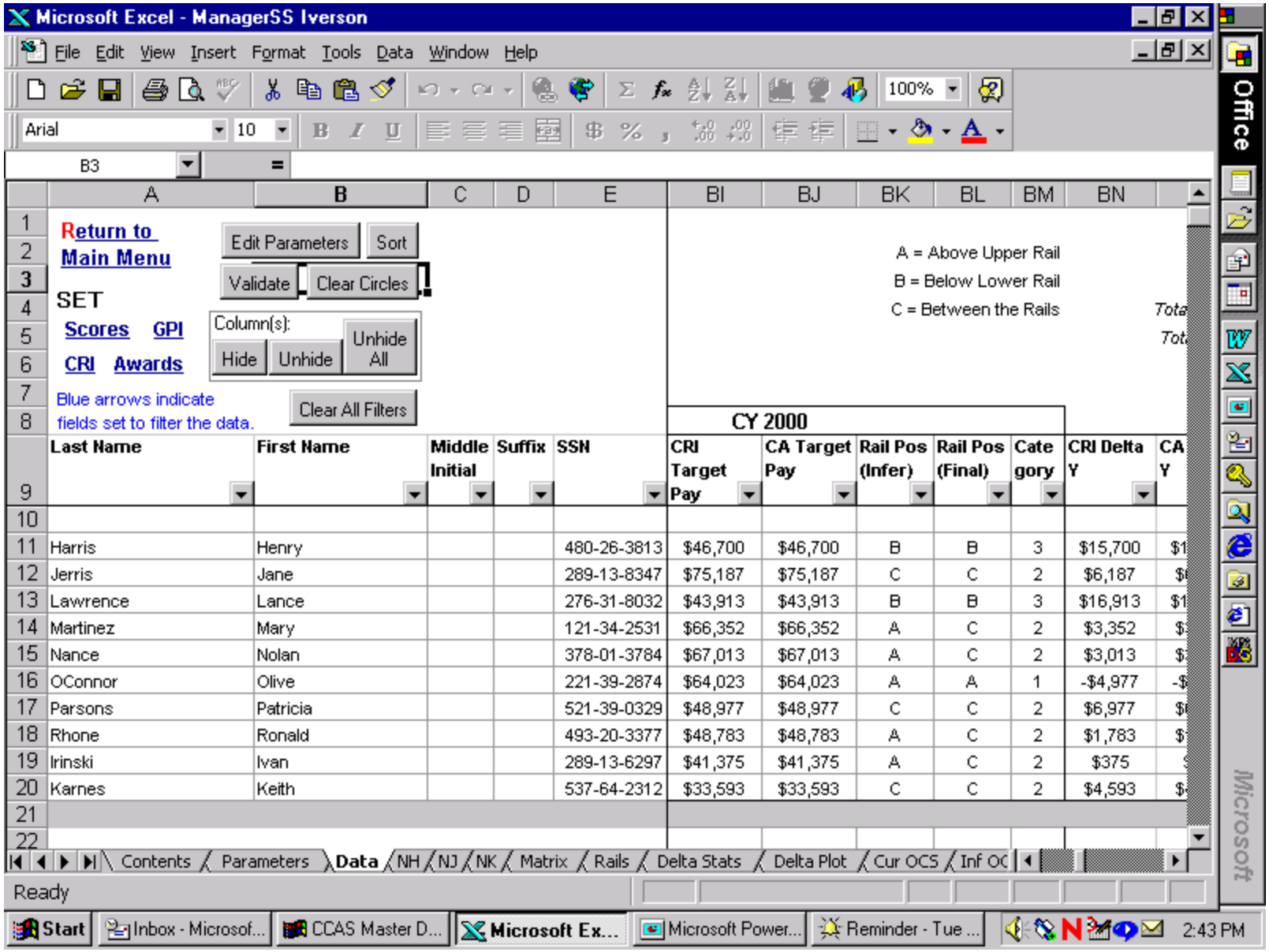
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:42 PM
Office
Microsoft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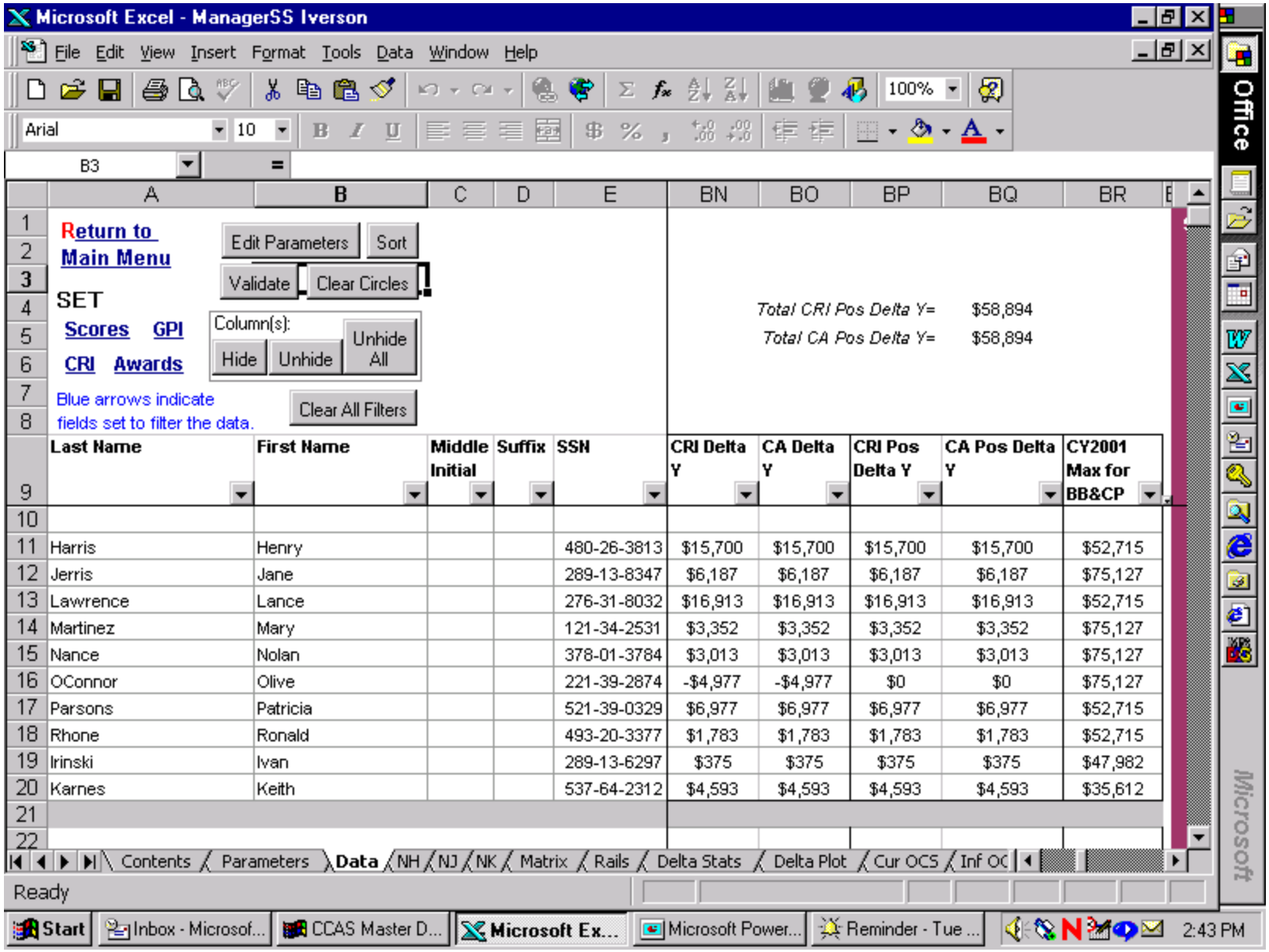
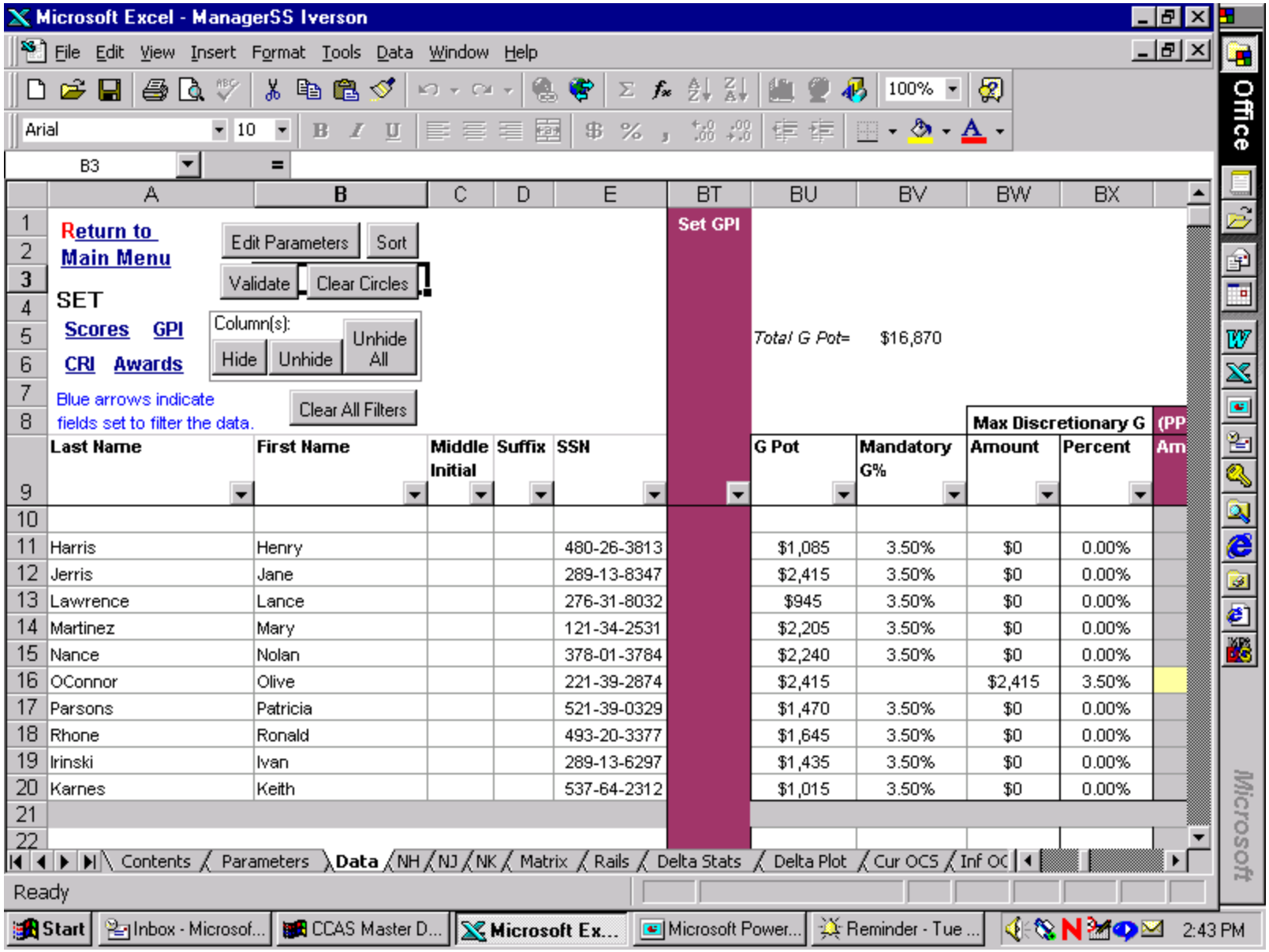
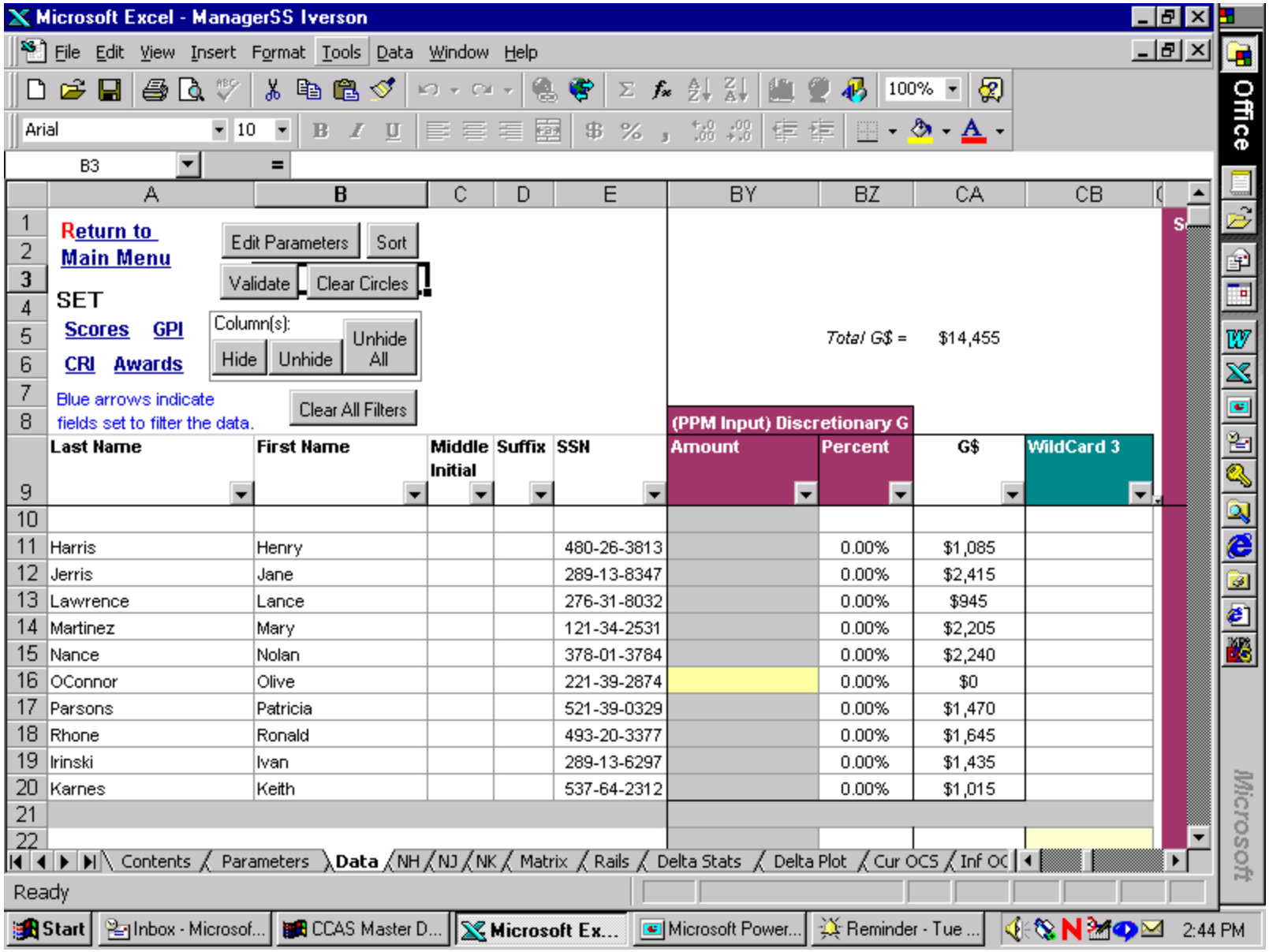
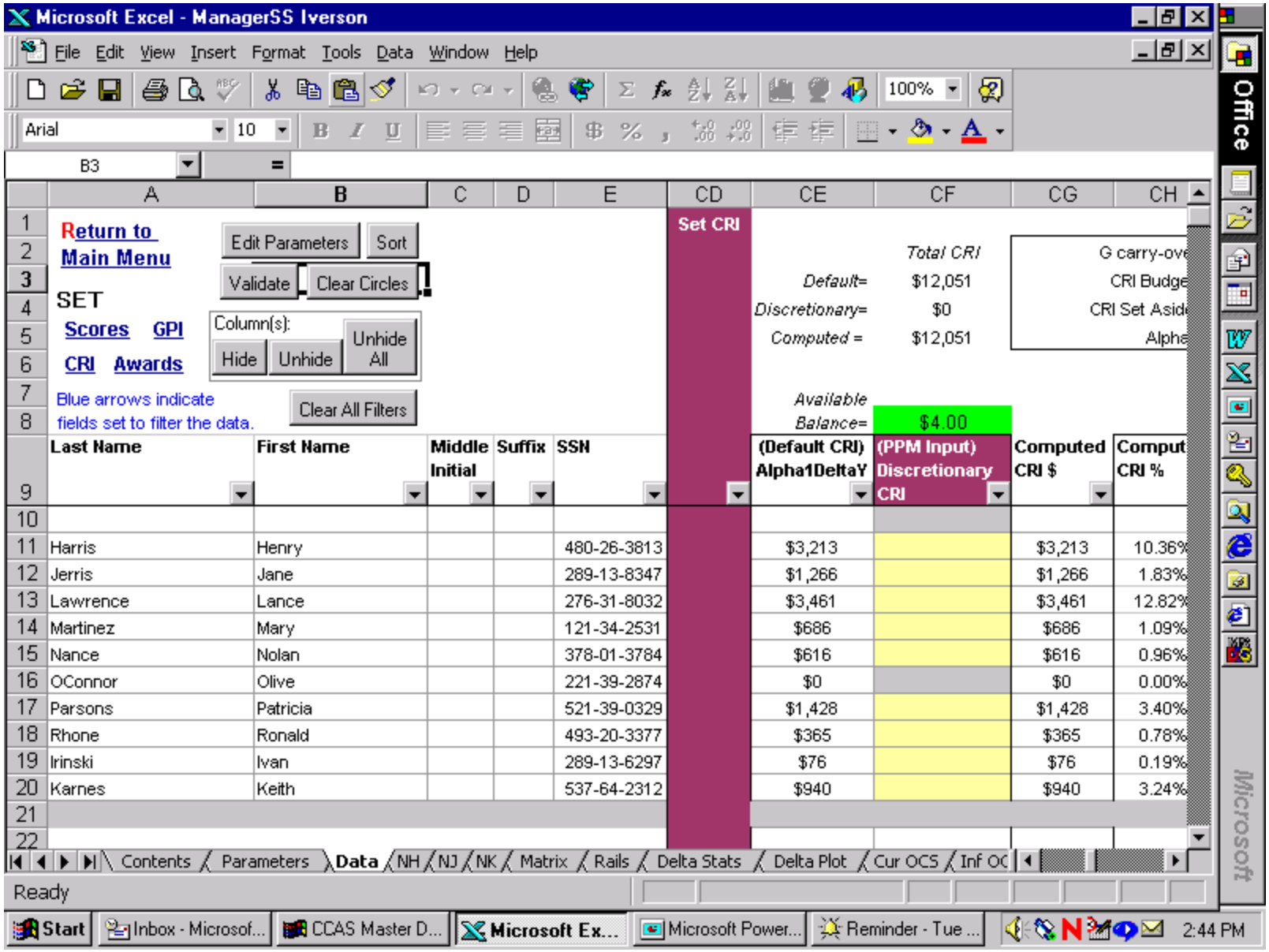
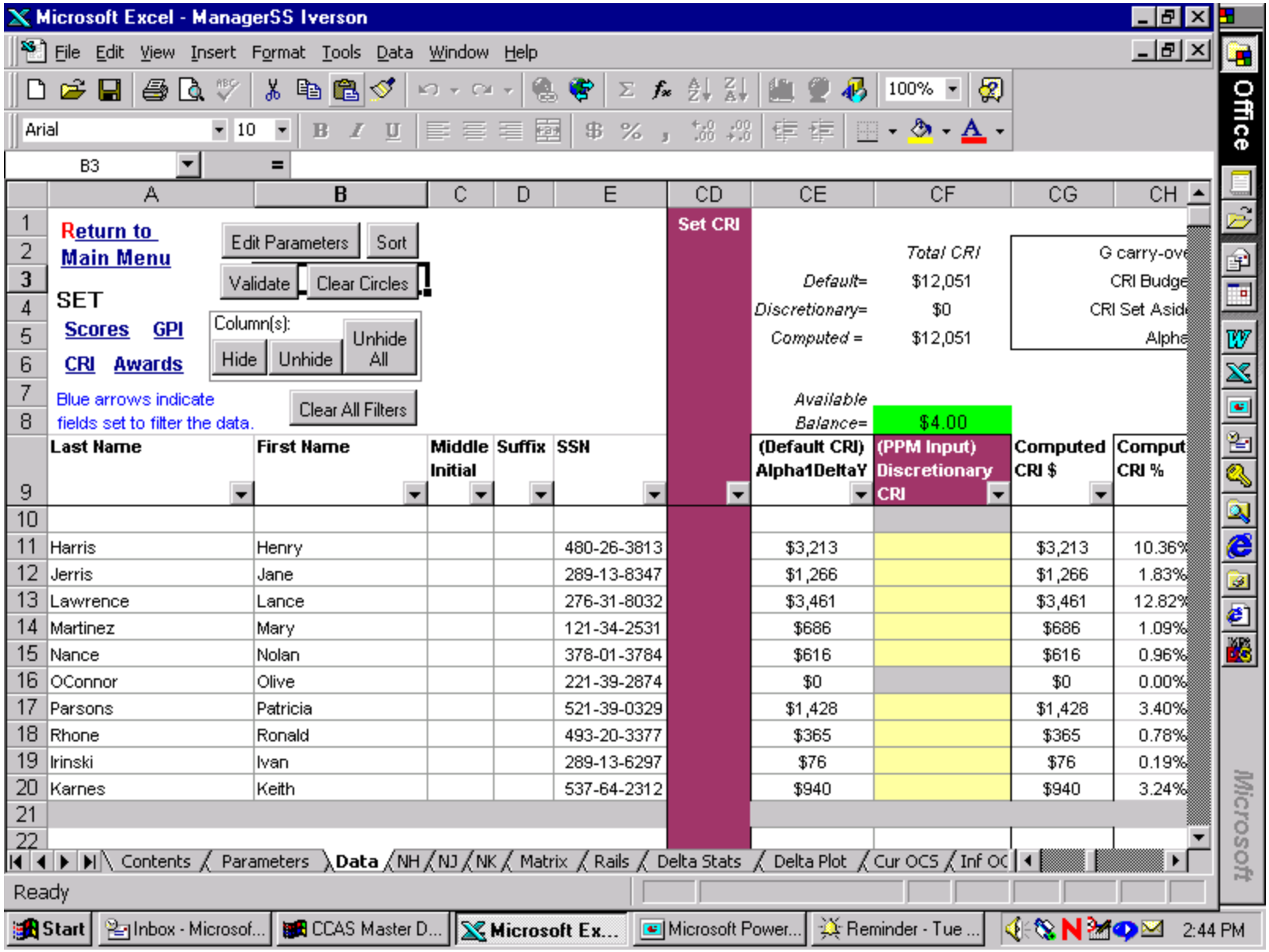
Validate
Clear Circles
SET
Scores
GPI
CRI
Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
A = Above Upper Rail
B = Below Lower Rail
C = Between the Rails
CY 2000
Last Name
First Name
Middle Initial
Suffix
SSN
CRI Target Pay
CA Target Pay
Rail Pos (Infer)
Rail Pos (Final)
Category
CRI Delta Y
Harris Henry 480-26-3813 $46,700 $46,700 B B 3 $15,700
Jerris Jane 289-13-8347 $75,187 $75,187 C C 2 $6,187
Lawrence Lance 276-31-8032 $43,913 $43,913 B B 3 $16,913
Martinez Mary 121-34-2531 $66,352 $66,352 A C 2 $3,352
Nance Nolan 378-01-3784 $67,013 $67,013 A C 2 $3,013
OConnor Olive 221-39-2874 $64,023 $64,023 A A 1 -$4,977
Parsons Patricia 521-39-0329 $48,977 $48,977 C C 2 $6,977
Rhone Ronald 493-20-3377 $48,783 $48,783 A C 2 $1,783
Irinski Ivan 289-13-6297 $41,375 $41,375 A C 2 $375
Karnes Keith 537-64-2312 $33,593 $33,593 C C 2 $4,593
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:43 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Total CRI Pos Delta Y= $58,894
Total CA Pos Delta Y= $58,894
Last Name | First Name | Middle Initial | Suffix | SSN | CRI Delta Y | CA Delta Y | CRI Pos Delta Y | CA Pos Delta Y | CY2001 Max for BB&CP
Harris | Henry | 480-26-3813 | $15,700 | $15,700 | $15,700 | $15,700 | $52,715
Jerris | Jane | 289-13-8347 | $6,187 | $6,187 | $6,187 | $6,187 | $75,127
Lawrence | Lance | 276-31-8032 | $16,913 | $16,913 | $16,913 | $16,913 | $52,715
Martinez | Mary | 121-34-2531 | $3,352 | $3,352 | $3,352 | $3,352 | $75,127
Nance | Nolan | 378-01-3784 | $3,013 | $3,013 | $3,013 | $3,013 | $75,127
OConnor | Olive | 221-39-2874 | -$4,977 | -$4,977 | $0 | $0 | $75,127
Parsons | Patricia | 521-39-0329 | $6,977 | $6,977 | $6,977 | $6,977 | $52,715
Rhone | Ronald | 493-20-3377 | $1,783 | $1,783 | $1,783 | $1,783 | $52,715
Irinski | Ivan | 289-13-6297 | $375 | $375 | $375 | $375 | $47,982
Karnes | Keith | 537-64-2312 | $4,593 | $4,593 | $4,593 | $4,593 | $35,612
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:43 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set GPI
Total G Pot= $16,870
Max Discretionary G
Last Name
First Name
Middle Initial
Suffix
SSN
G Pot
Mandatory G%
Amount
Percent
Harris Henry 480-26-3813 $1,085 3.50% $0 0.00%
Jerris Jane 289-13-8347 $2,415 3.50% $0 0.00%
Lawrence Lance 276-31-8032 $945 3.50% $0 0.00%
Martinez Mary 121-34-2531 $2,205 3.50% $0 0.00%
Nance Nolan 378-01-3784 $2,240 3.50% $0 0.00%
OConnor Olive 221-39-2874 $2,415 $2,415 3.50%
Parsons Patricia 521-39-0329 $1,470 3.50% $0 0.00%
Rhone Ronald 493-20-3377 $1,645 3.50% $0 0.00%
Irinski Ivan 289-13-6297 $1,435 3.50% $0 0.00%
Karnes Keith 537-64-2312 $1,015 3.50% $0 0.00%
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:43 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Total G$ = $14,455
(PPM Input) Discretionary G
Last Name
First Name
Middle Initial
Suffix
SSN
Amount
Percent
G$
WildCard 3
Harris Henry 480-26-3813 0.00% $1,085
Jerris Jane 289-13-8347 0.00% $2,415
Lawrence Lance 276-31-8032 0.00% $945
Martinez Mary 121-34-2531 0.00% $2,205
Nance Nolan 378-01-3784 0.00% $2,240
OConnor Olive 221-39-2874 0.00% $0
Parsons Patricia 521-39-0329 0.00% $1,470
Rhone Ronald 493-20-3377 0.00% $1,645
Irinski Ivan 289-13-6297 0.00% $1,435
Karnes Keith 537-64-2312 0.00% $1,015
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:44 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set CRI
Total CRI
Default= $12,051
Discretionary= $0
Computed = $12,051
Available Balance= $4.00
Last Name
First Name
Middle Initial
Suffix
SSN
(Default CRI) Alpha1DeltaY
(PPM Input) Discretionary CRI
Computed CRI $
Comput CRI %
Harris Henry 480-26-3813 $3,213 $3,213 10.36%
Jerris Jane 289-13-8347 $1,266 $1,266 1.83%
Lawrence Lance 276-31-8032 $3,461 $3,461 12.82%
Martinez Mary 121-34-2531 $686 $686 1.09%
Nance Nolan 378-01-3784 $616 $616 0.96%
OConnor Olive 221-39-2874 $0 $0 0.00%
Parsons Patricia 521-39-0329 $1,428 $1,428 3.40%
Rhone Ronald 493-20-3377 $365 $365 0.78%
Irinski Ivan 289-13-6297 $76 $76 0.19%
Karnes Keith 537-64-2312 $940 $940 3.24%
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:44 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
Set CRI
Total CRI
Default= $12,051
Discretionary= $0
Computed = $12,051
Available Balance= $4.00
G carry-ove
CRI Budge
CRI Set Aside
Alpha
Last Name
First Name
Middle Initial
Suffix
SSN
(Default CRI) Alpha1DeltaY
(PPM Input) Discretionary CRI
Computed CRI $
Comput CRI %
Harris Henry 480-26-3813 $3,213 $3,213 10.36%
Jerris Jane 289-13-8347 $1,266 $1,266 1.83%
Lawrence Lance 276-31-8032 $3,461 $3,461 12.82%
Martinez Mary 121-34-2531 $686 $686 1.09%
Nance Nolan 378-01-3784 $616 $616 0.96%
OConnor Olive 221-39-2874 $0 $0 0.00%
Parsons Patricia 521-39-0329 $1,428 $1,428 3.40%
Rhone Ronald 493-20-3377 $365 $365 0.78%
Irinski Ivan 289-13-6297 $76 $76 0.19%
Karnes Keith 537-64-2312 $940 $940 3.24%
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
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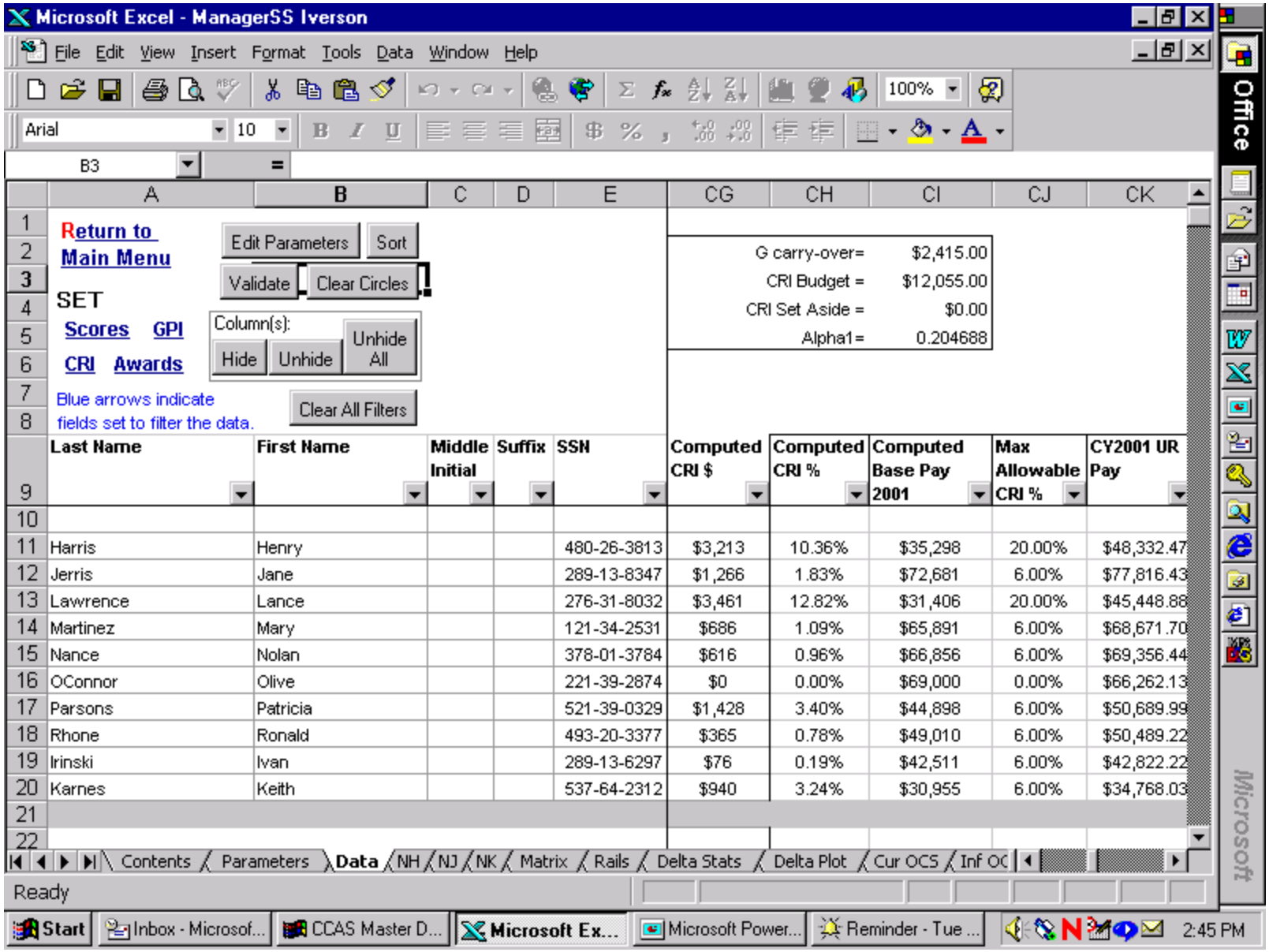
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:44 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields set to filter the data.
Clear All Filters
G carry-over= $2,415.00
CRI Budget = $12,055.00
CRI Set Aside = $0.00
Alpha1= 0.204688
Last Name
First Name
Middle Initial
Suffix
SSN
Computed CRI $
Computed CRI %
Computed Base Pay 2001
Max Allowable CRI %
CY2001 UR Pay
Harris Henry 480-26-3813 $3,213 10.36% $35,298 20.00% $48,332.47
Jerris Jane 289-13-8347 $1,266 1.83% $72,681 6.00% $77,816.43
Lawrence Lance 276-31-8032 $3,461 12.82% $31,406 20.00% $45,448.88
Martinez Mary 121-34-2531 $686 1.09% $65,891 6.00% $68,671.70
Nance Nolan 378-01-3784 $616 0.96% $66,856 6.00% $69,356.44
OConnor Olive 221-39-2874 $0 0.00% $69,000 0.00% $66,262.13
Parsons Patricia 521-39-0329 $1,428 3.40% $44,898 6.00% $50,689.99
Rhone Ronald 493-20-3377 $365 0.78% $49,010 6.00% $50,489.22
Irinski Ivan 289-13-6297 $76 0.19% $42,511 6.00% $42,822.22
Karnes Keith 537-64-2312 $940 3.24% $30,955 6.00% $34,768.03
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
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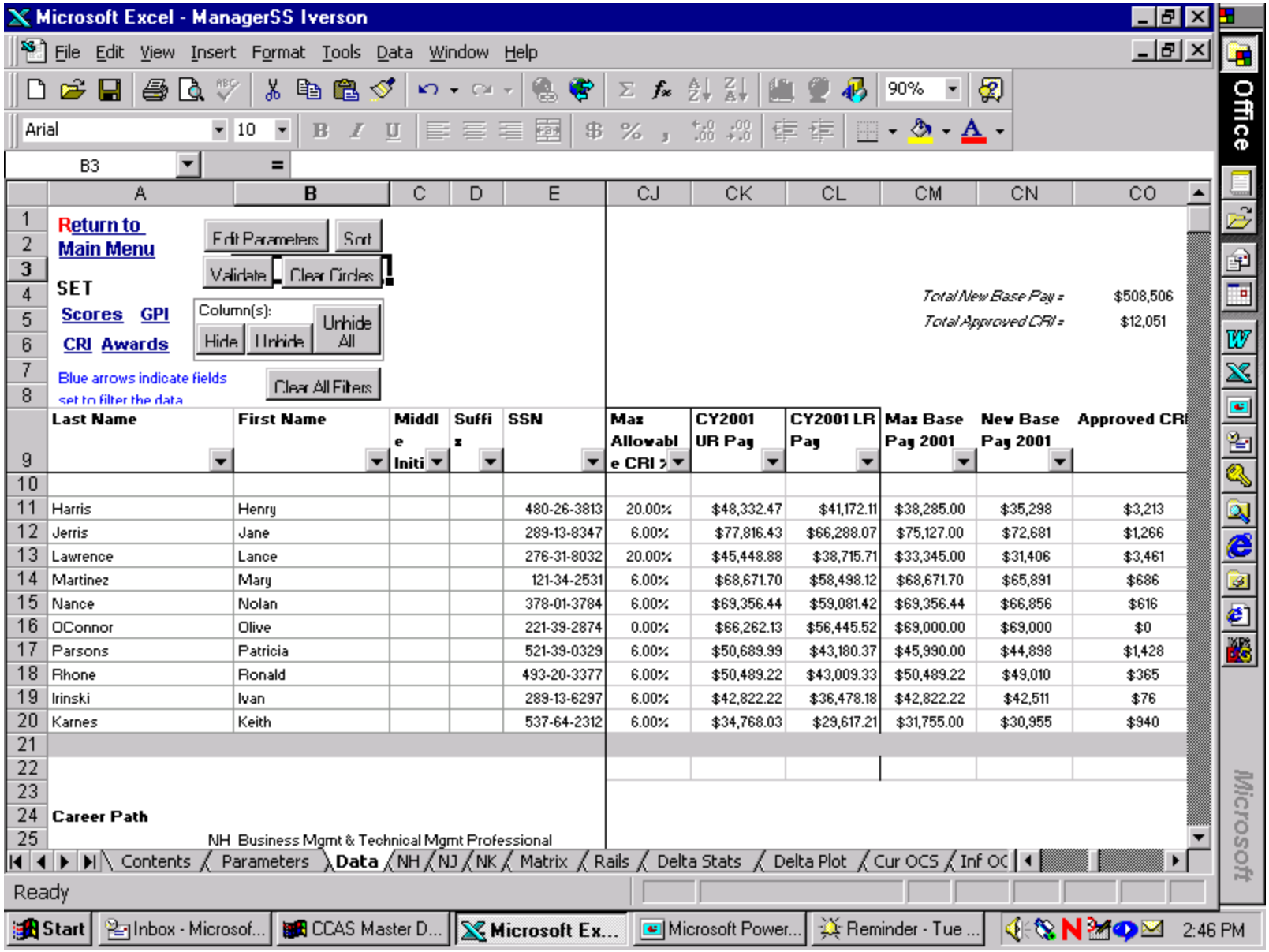
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:45 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters
Sort
Validate
Clear Circles
SET
Scores GPI
CRI Awards
Column(s):
Hide
Unhide
Unhide All
Blue arrows indicate fields
Clear All Filters
Total New Base Pay = $508,506
Total Approved CRI = $12,051
Last Name | First Name | Middle Initi | Suffix | SSN | Max Allowable CRI % | CY2001 UR Pay | CY2001 LR Pay | Max Base Pay 2001 | New Base Pay 2001 | Approved CRI
Harris | Henry | 480-26-3813 | 20.00% | $48,332.47 | $41,172.11 | $38,285.00 | $35,298 | $3,213
Jerris | Jane | 289-13-8347 | 6.00% | $77,816.43 | $66,288.07 | $75,127.00 | $72,681 | $1,266
Lawrence | Lance | 276-31-8032 | 20.00% | $45,448.88 | $38,715.71 | $33,345.00 | $31,406 | $3,461
Martinez | Mary | 121-34-2531 | 6.00% | $68,671.70 | $58,498.12 | $68,671.70 | $65,891 | $686
Nance | Nolan | 378-01-3784 | 6.00% | $69,356.44 | $59,081.42 | $69,356.44 | $66,856 | $616
OConnor | Olive | 221-39-2874 | 0.00% | $66,262.13 | $56,445.52 | $69,000.00 | $69,000 | $0
Parsons | Patricia | 521-39-0329 | 6.00% | $50,689.99 | $43,180.37 | $45,990.00 | $44,898 | $1,428
Rhone | Ronald | 493-20-3377 | 6.00% | $50,489.22 | $43,009.33 | $50,489.22 | $49,010 | $365
Irinski | Ivan | 289-13-6297 | 6.00% | $42,822.22 | $36,478.18 | $42,822.22 | $42,511 | $76
Karnes | Keith | 537-64-2312 | 6.00% | $34,768.03 | $29,617.21 | $31,755.00 | $30,955 | $940
Career Path
NH Business Mgmt & Technical Mgmt Professional
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
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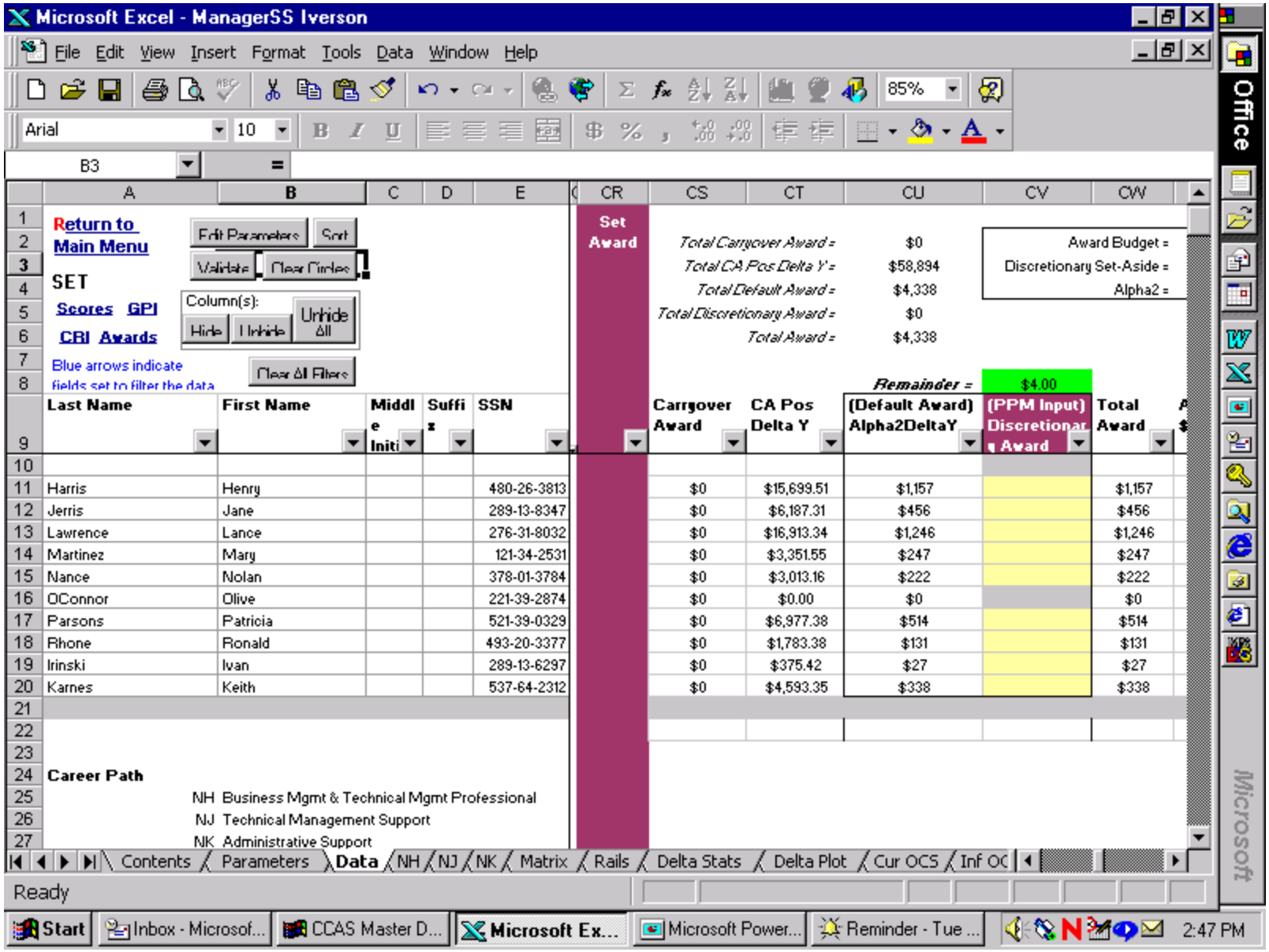
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:46 PM


Microsoft Excel - ManagerSS Iverson
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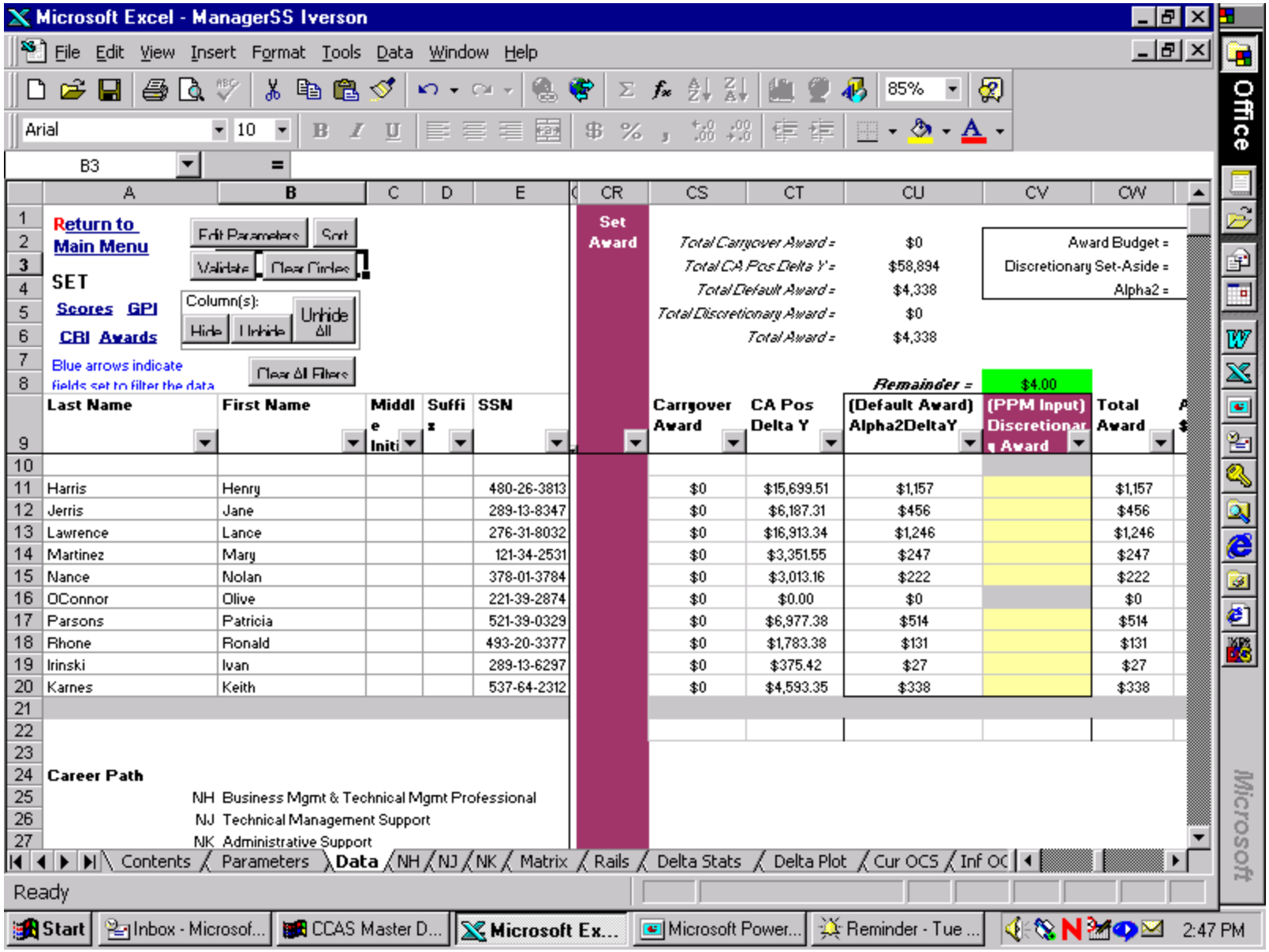
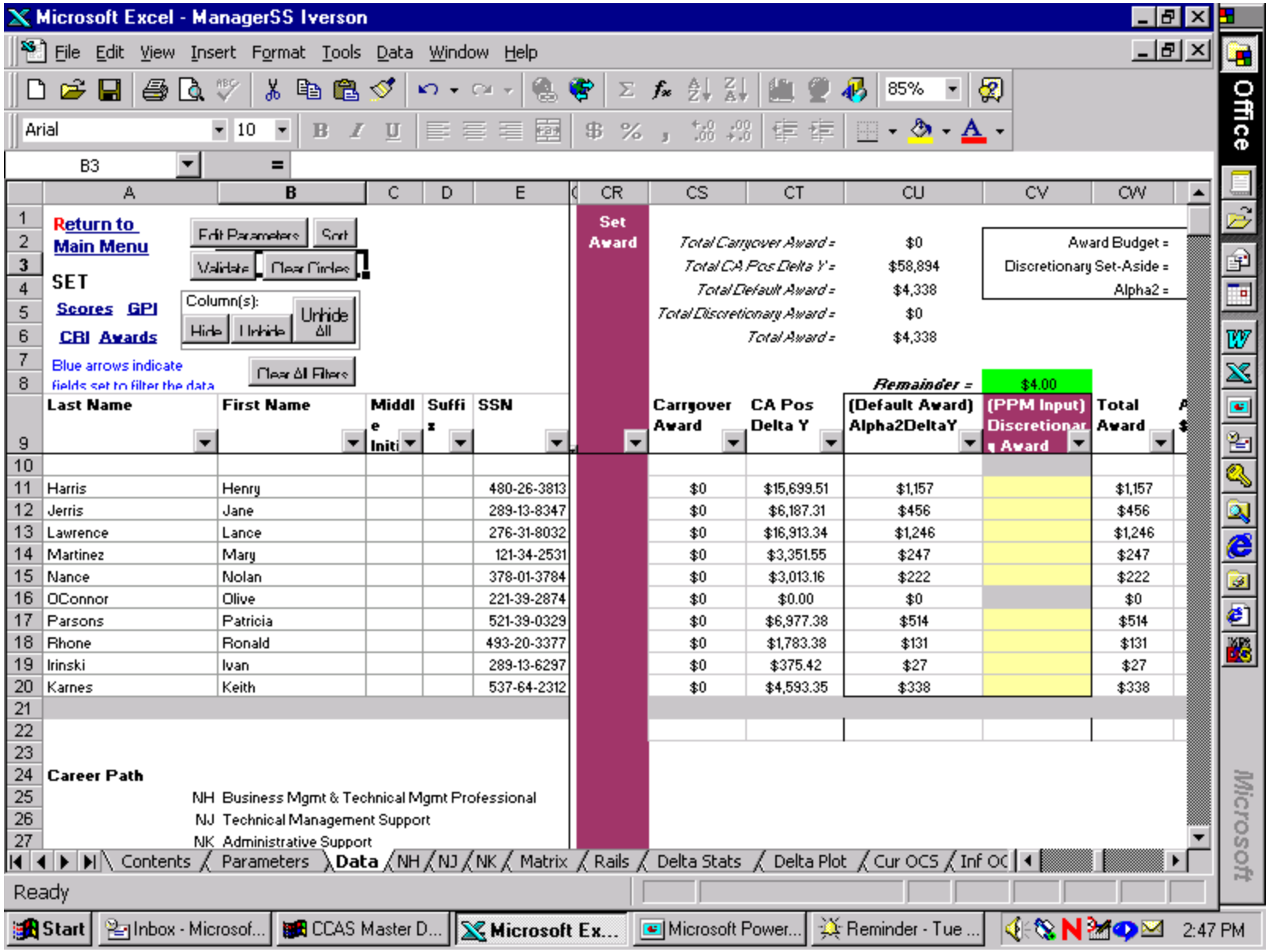
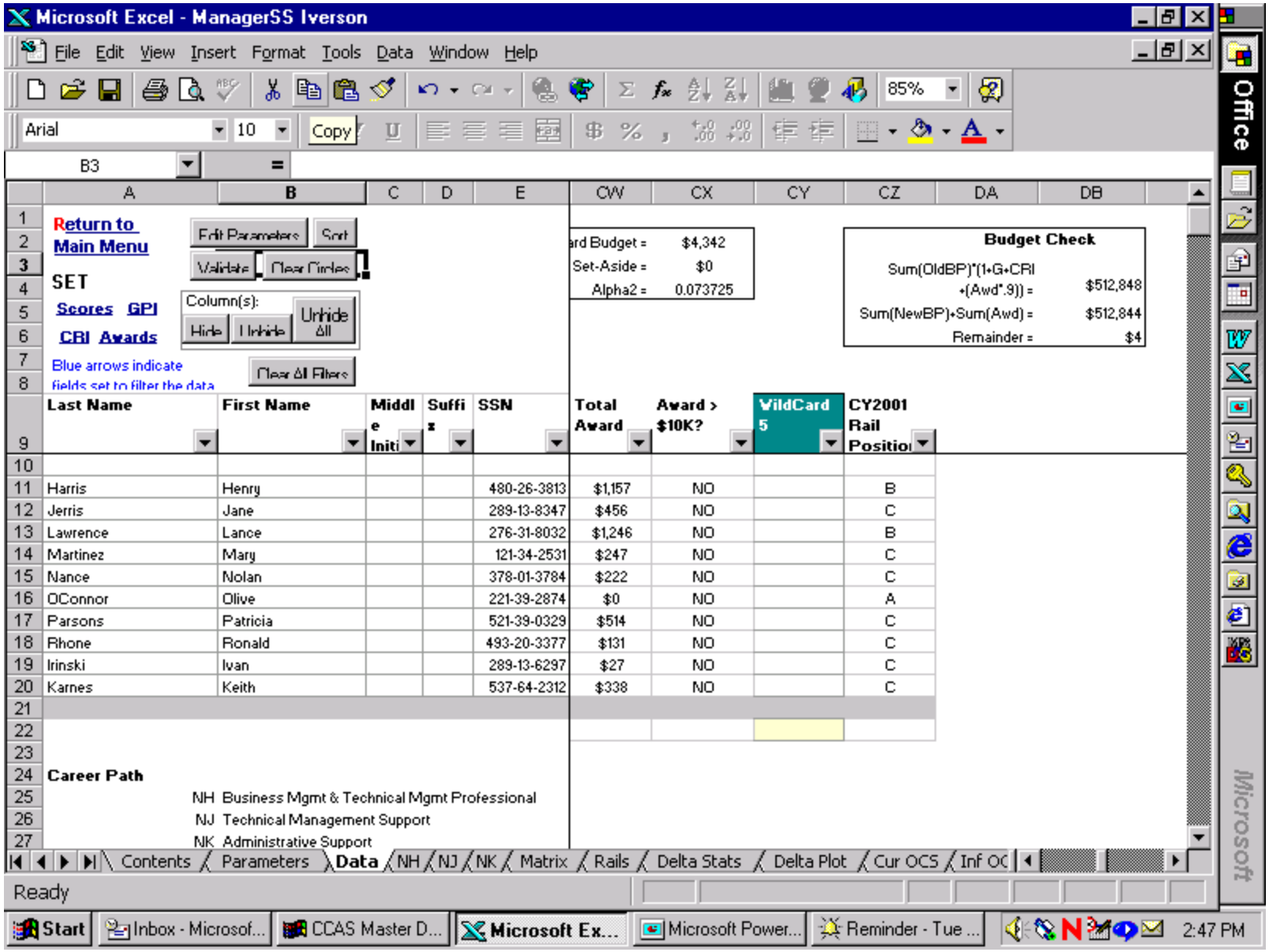
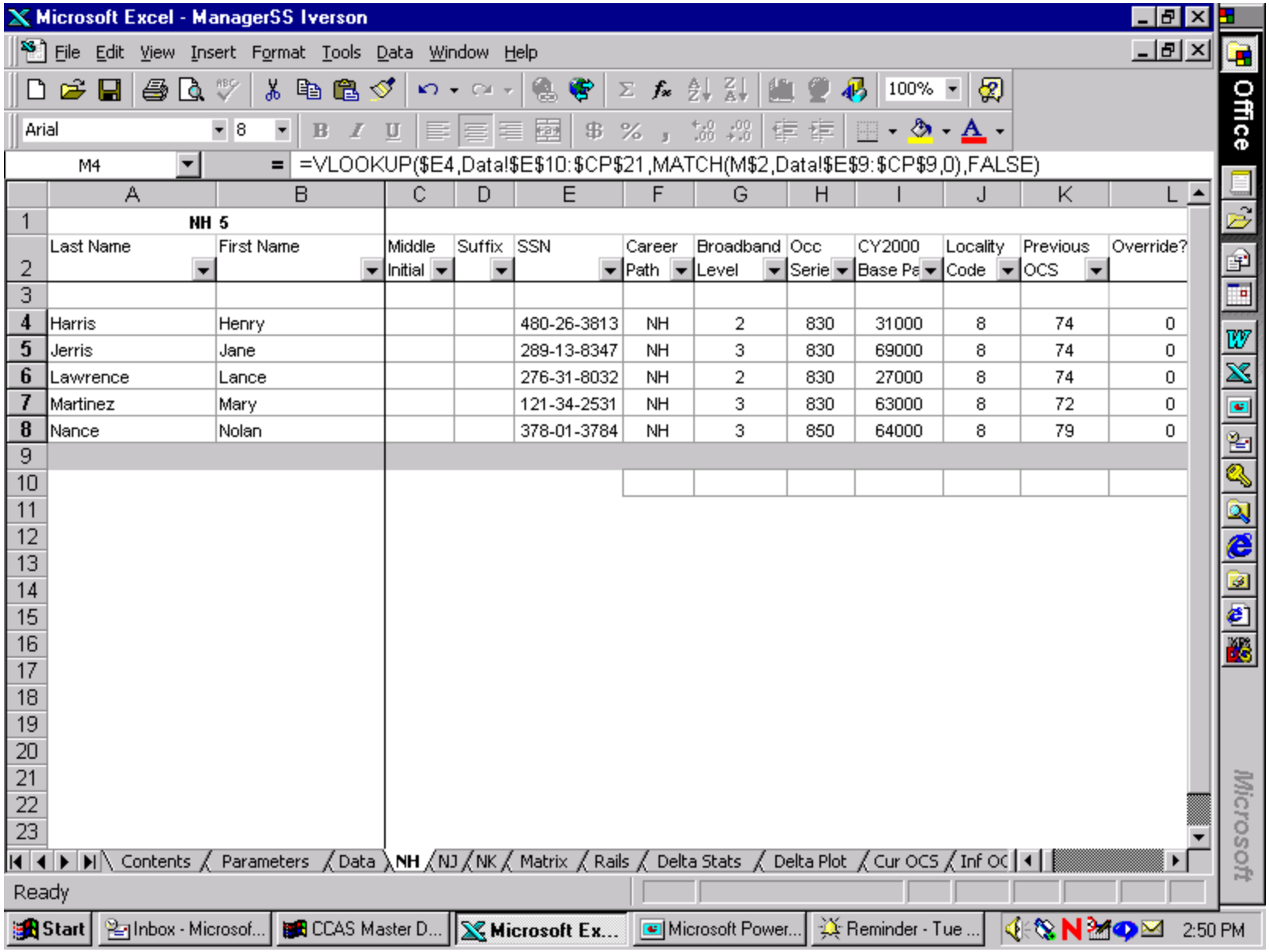
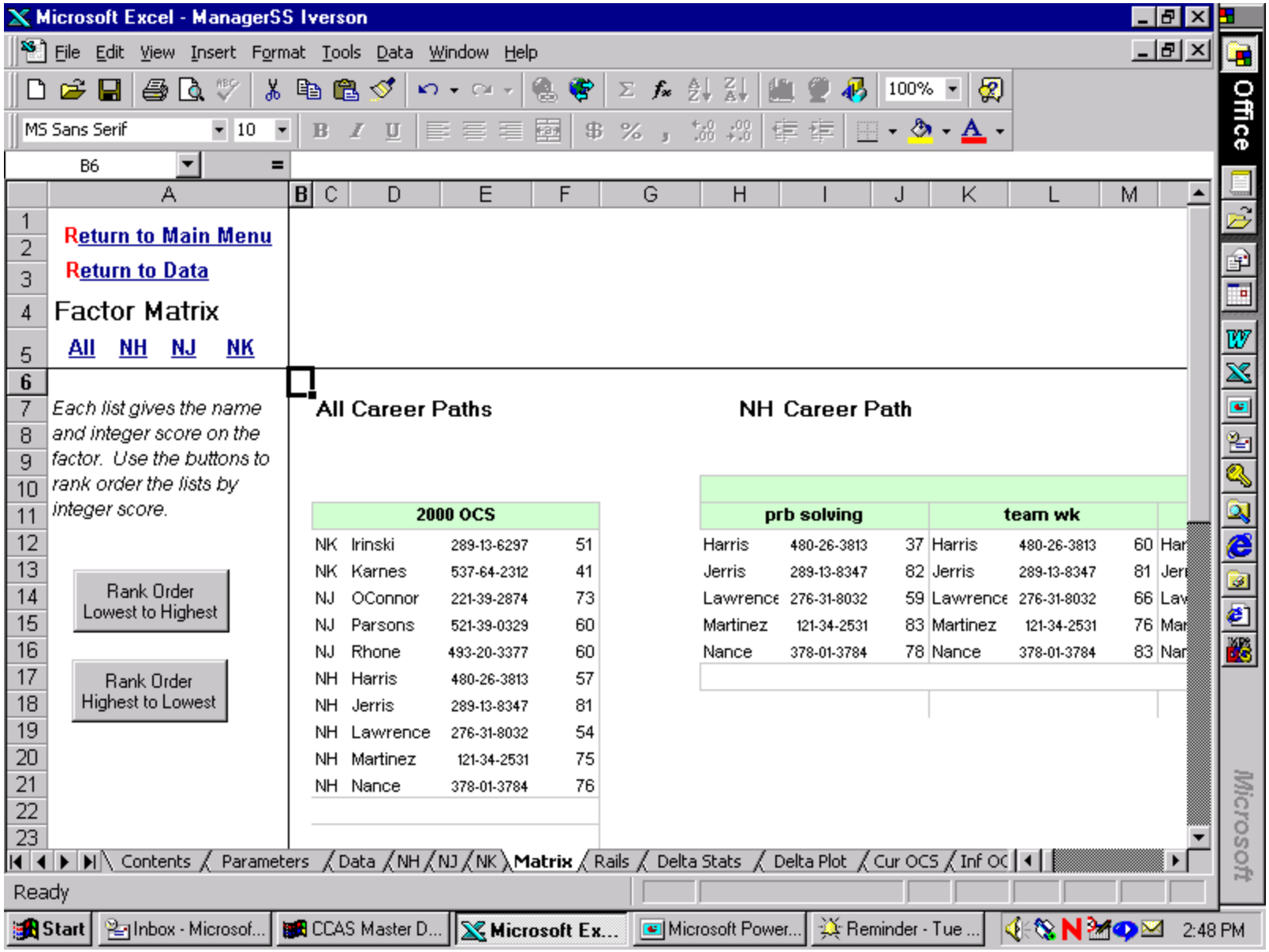
Arial 10
B3 =
Return to Main Menu
Edit Parameters Sort
Validate Clear Circles
SET
Scores GPI
CBI Awards
Column(s):
Hide Unhide Unhide All
Blue arrows indicate fields set to filter the data
Clear All Filters
Set Award
Total Carryover Award = $0
Total CA Pos Delta Y = $58,894
Total Default Award = $4,338
Total Discretionary Award = $0
Total Award = $4,338
Award Budget =
Discretionary Set-Aside =
Alpha2 =
Remainder = $4.00
Last Name First Name Middle Initi Suffix SSN
Carryover Award CA Pos Delta Y (Default Award) Alpha2DeltaY (PPM Input) Discretionary Award Total Award
Harris Henry 480-26-3813 $0 $15,699.51 $1,157 $1,157
Jerris Jane 289-13-8347 $0 $6,187.31 $456 $456
Lawrence Lance 276-31-8032 $0 $16,913.34 $1,246 $1,246
Martinez Mary 121-34-2531 $0 $3,351.55 $247 $247
Nance Nolan 378-01-3784 $0 $3,013.16 $222 $222
OConnor Olive 221-39-2874 $0 $0.00 $0 $0
Parsons Patricia 521-39-0329 $0 $6,977.38 $514 $514
Rhone Ronald 493-20-3377 $0 $1,783.38 $131 $131
Irinski Ivan 289-13-6297 $0 $375.42 $27 $27
Karnes Keith 537-64-2312 $0 $4,593.35 $338 $338
Career Path
NH Business Mgmt & Technical Mgmt Professional
NJ Technical Management Support
NK Administrative Support
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:47 PM

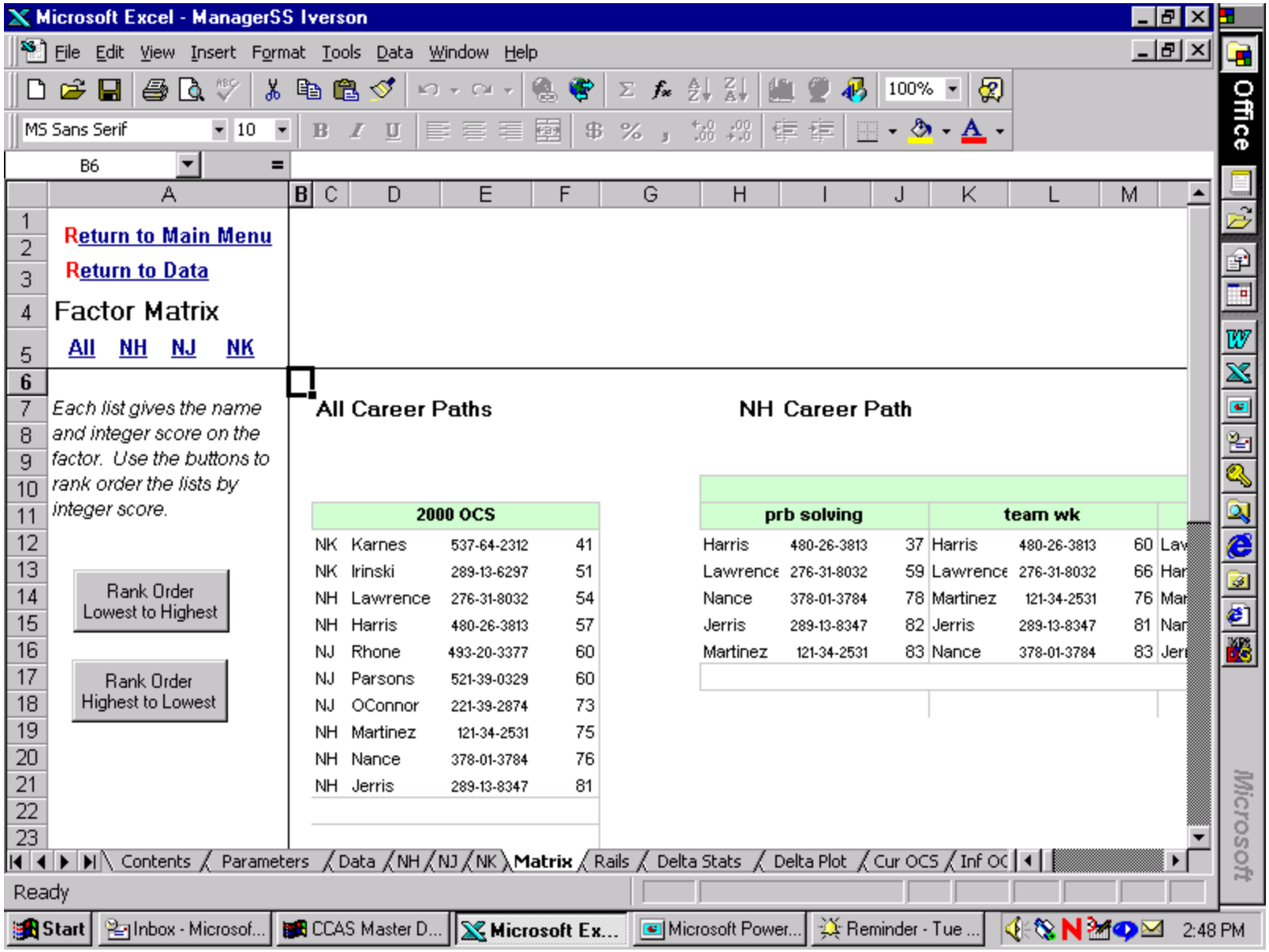

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters Sort
Validate Clear Circles
SET
Scores GPI
CBI Awards
Column(s):
Hide Unhide Unhide All
Blue arrows indicate fields set to filter the data
Clear All Filters
Set Award
Total Carryover Award = $0
Total CA Pos Delta Y = $58,894
Total Default Award = $4,338
Total Discretionary Award = $0
Total Award = $4,338
Award Budget =
Discretionary Set-Aside =
Alpha2 =
Remainder = $4.00
Last Name First Name Middle Initial Suffix SSN Carryover Award CA Pos Delta Y (Default Award) Alpha2DeltaY (PPM Input) Discretionary Award Total Award
Harris Henry 480-26-3813 $0 $15,699.51 $1,157 $1,157
Jerris Jane 289-13-8347 $0 $6,187.31 $456 $456
Lawrence Lance 276-31-8032 $0 $16,913.34 $1,246 $1,246
Martinez Mary 121-34-2531 $0 $3,351.55 $247 $247
Nance Nolan 378-01-3784 $0 $3,013.16 $222 $222
OConnor Olive 221-39-2874 $0 $0.00 $0 $0
Parsons Patricia 521-39-0329 $0 $6,977.38 $514 $514
Rhone Ronald 493-20-3377 $0 $1,783.38 $131 $131
Irinski Ivan 289-13-6297 $0 $375.42 $27 $27
Karnes Keith 537-64-2312 $0 $4,593.35 $338 $338
Career Path
NH Business Mgmt & Technical Mgmt Professional
NJ Technical Management Support
NK Administrative Support
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:47 PM

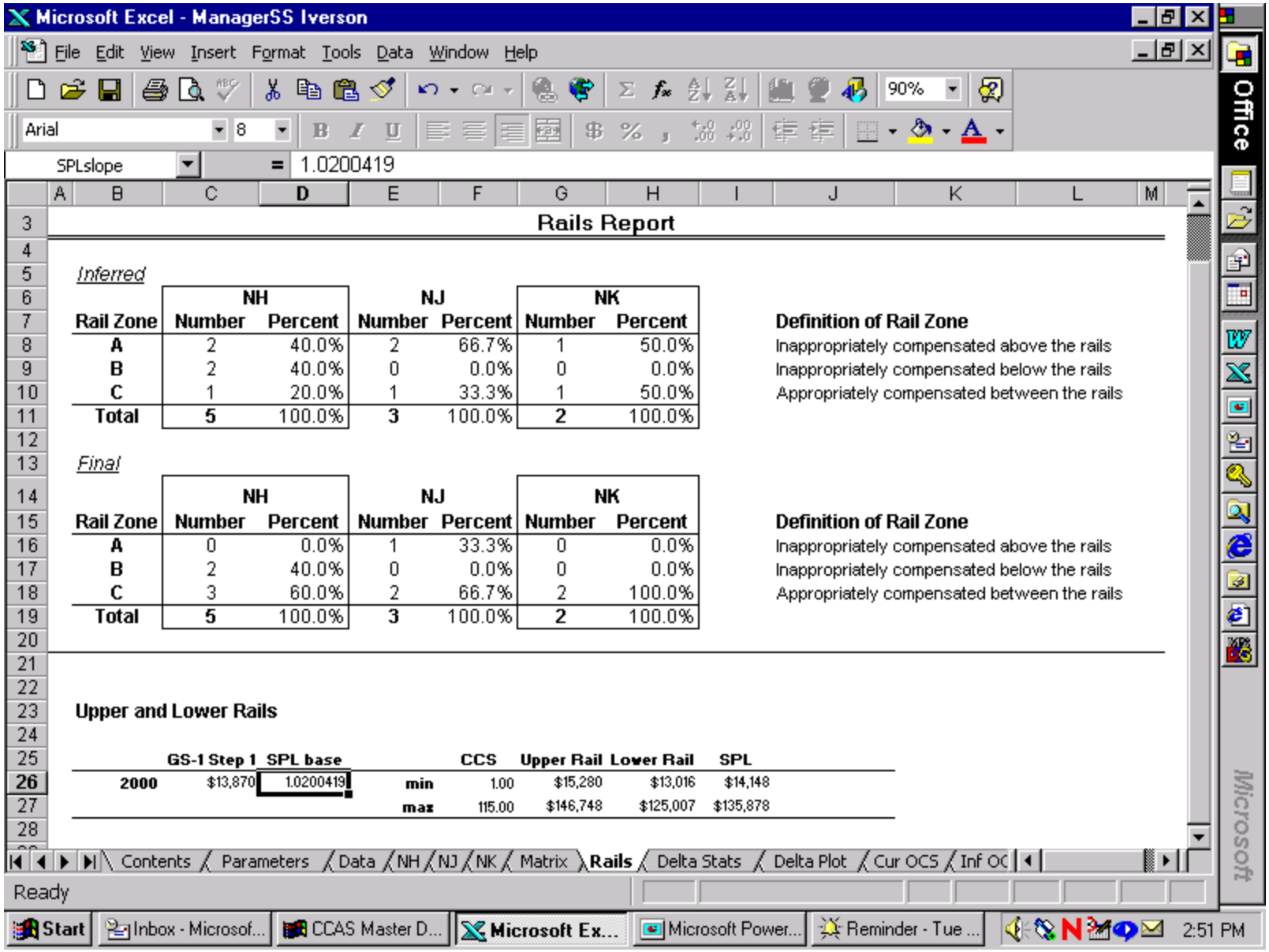

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
B3 =
Return to Main Menu
Edit Parameters Sort
Validate Clear Circles
SET
Scores GPI
CBI Awards
Column(s):
Hide Unhide Unhide All
Blue arrows indicate fields set to filter the data
Clear All Filters
Set Award
Total Carryover Award = $0
Total CA Pos Delta Y = $58,894
Total Default Award = $4,338
Total Discretionary Award = $0
Total Award = $4,338
Award Budget =
Discretionary Set-Aside =
Alpha2 =
Remainder = $4.00
Last Name First Name Middle Initi Suffix SSN
Carryover Award CA Pos Delta Y (Default Award) Alpha2DeltaY (PPM Input) Discretionary Award Total Award
Harris Henry 480-26-3813 $0 $15,699.51 $1,157 $1,157
Jerris Jane 289-13-8347 $0 $6,187.31 $456 $456
Lawrence Lance 276-31-8032 $0 $16,913.34 $1,246 $1,246
Martinez Mary 121-34-2531 $0 $3,351.55 $247 $247
Nance Nolan 378-01-3784 $0 $3,013.16 $222 $222
OConnor Olive 221-39-2874 $0 $0.00 $0 $0
Parsons Patricia 521-39-0329 $0 $6,977.38 $514 $514
Rhone Ronald 493-20-3377 $0 $1,783.38 $131 $131
Irinski Ivan 289-13-6297 $0 $375.42 $27 $27
Karnes Keith 537-64-2312 $0 $4,593.35 $338 $338
Career Path
NH Business Mgmt & Technical Mgmt Professional
NJ Technical Management Support
NK Administrative Support
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:47 PM

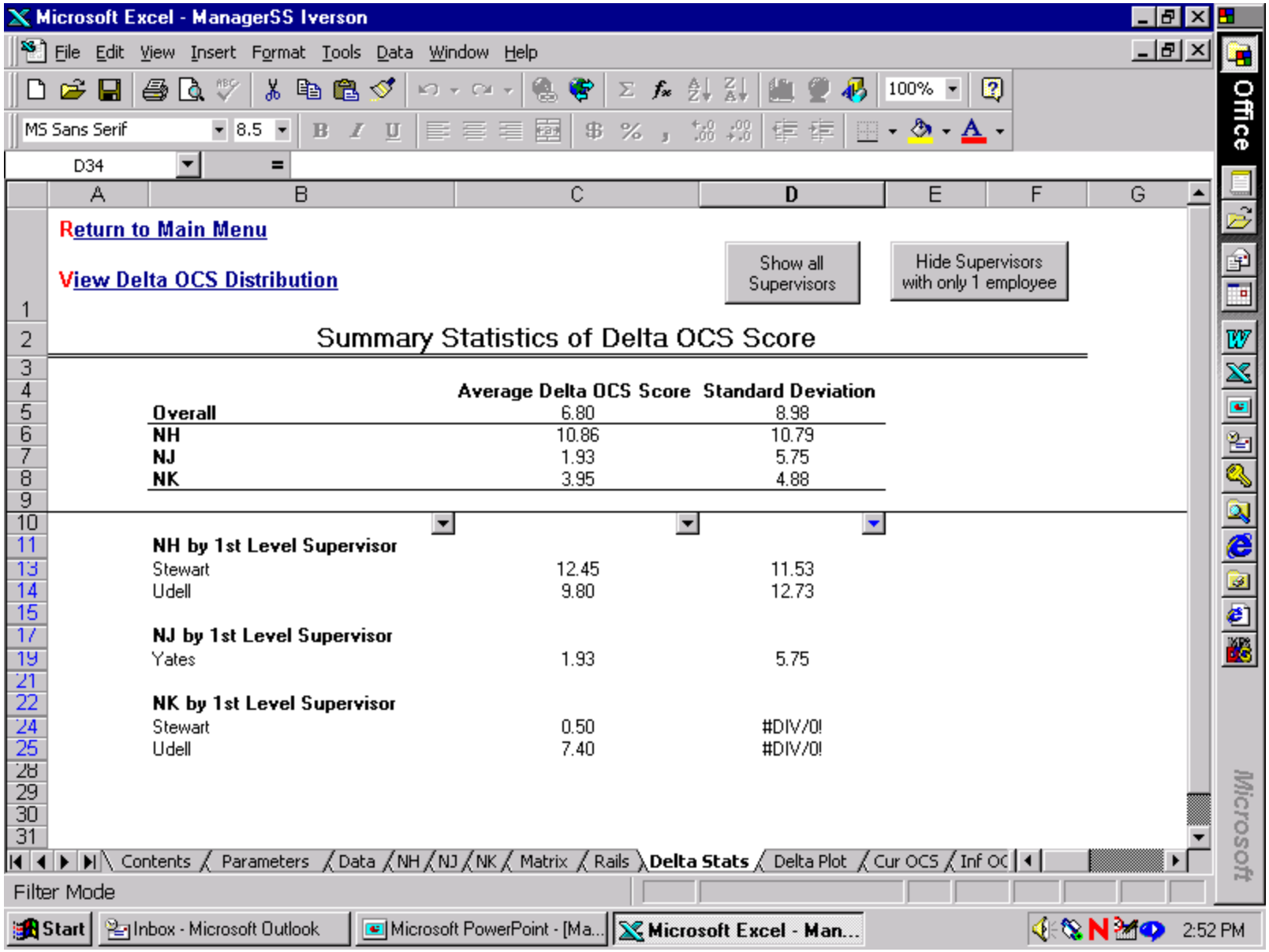

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10 Copy
B3 =
Return to Main Menu
Edit Parameters Sort
Validate Clear Circles
SET
Scores GPI
CBI Awards
Column(s):
Hide Unhide Unhide All
Blue arrows indicate fields set to filter the data
Clear All Filters
ard Budget = $4,342
Set-Aside = $0
Alpha2 = 0.073725
Budget Check
Sum(OldBP)*(1+G+CRI +(Awd*.9)) = $512,848
Sum(NewBP)+Sum(Awd) = $512,844
Remainder = $4
Last Name | First Name | Middle Initi | Suffix | SSN | Total Award | Award > $10K? | WildCard 5 | CY2001 Rail Positio
Harris | Henry | 480-26-3813 | $1,157 | NO | B
Jerris | Jane | 289-13-8347 | $456 | NO | C
Lawrence | Lance | 276-31-8032 | $1,246 | NO | B
Martinez | Mary | 121-34-2531 | $247 | NO | C
Nance | Nolan | 378-01-3784 | $222 | NO | C
OConnor | Olive | 221-39-2874 | $0 | NO | A
Parsons | Patricia | 521-39-0329 | $514 | NO | C
Rhone | Ronald | 493-20-3377 | $131 | NO | C
Irinski | Ivan | 289-13-6297 | $27 | NO | C
Karnes | Keith | 537-64-2312 | $338 | NO | C
Career Path
NH Business Mgmt & Technical Mgmt Professional
NJ Technical Management Support
NK Administrative Support
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:47 PM

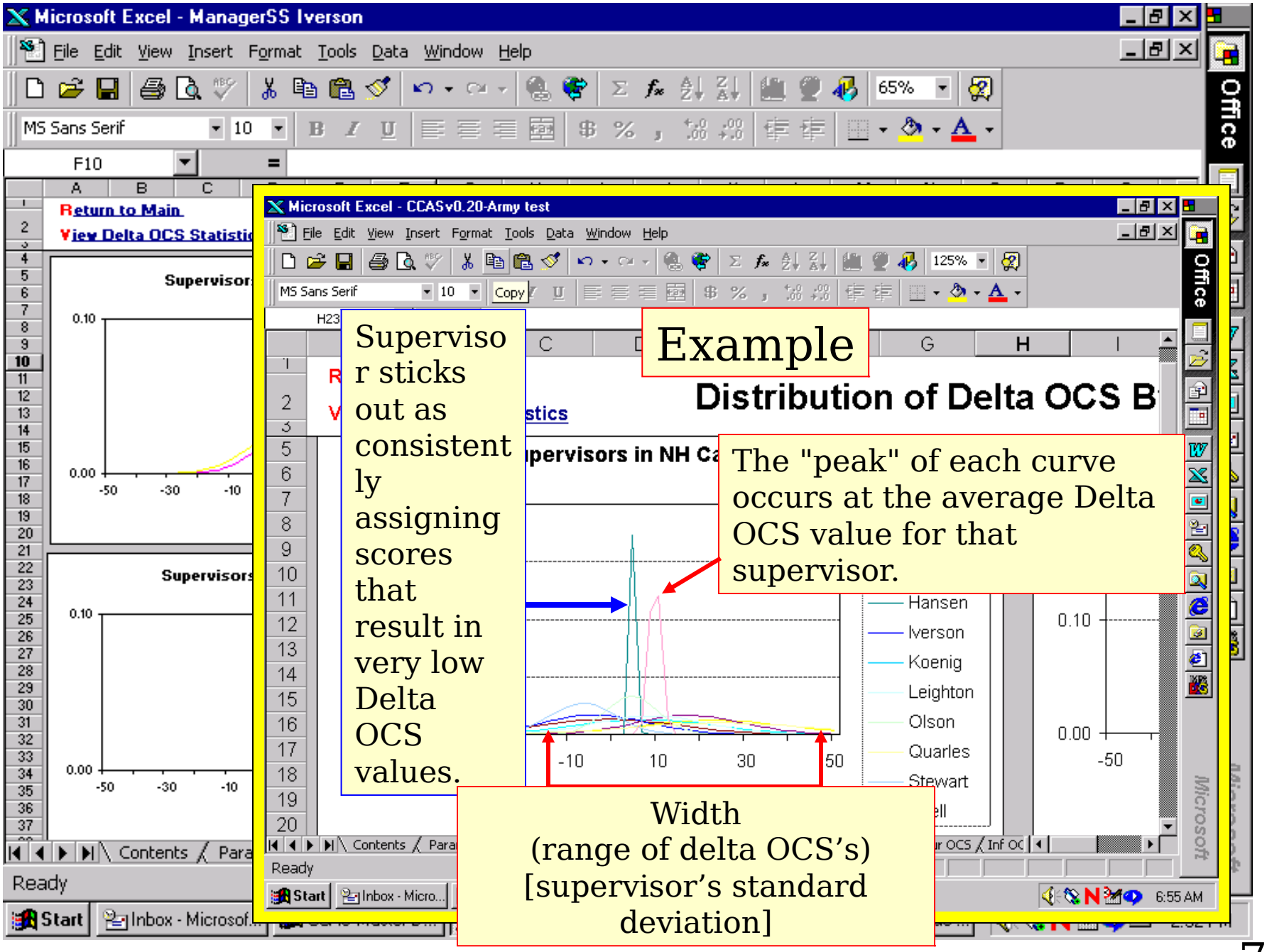

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 8
M4
=VLOOKUP($E4,Data!$E$10:$CP$21,MATCH(M$2,Data!$E$9:$CP$9,0),FALSE)
NH 5
Last Name
First Name
Middle Initial
Suffix
SSN
Career Path
Broadband Level
Occ Serie
CY2000 Base Pa
Locality Code
Previous OCS
Override?
Harris Henry 480-26-3813 NH 2 830 31000 8 74 0
Jerris Jane 289-13-8347 NH 3 830 69000 8 74 0
Lawrence Lance 276-31-8032 NH 2 830 27000 8 74 0
Martinez Mary 121-34-2531 NH 3 830 63000 8 72 0
Nance Nolan 378-01-3784 NH 3 850 64000 8 79 0
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:50 PM

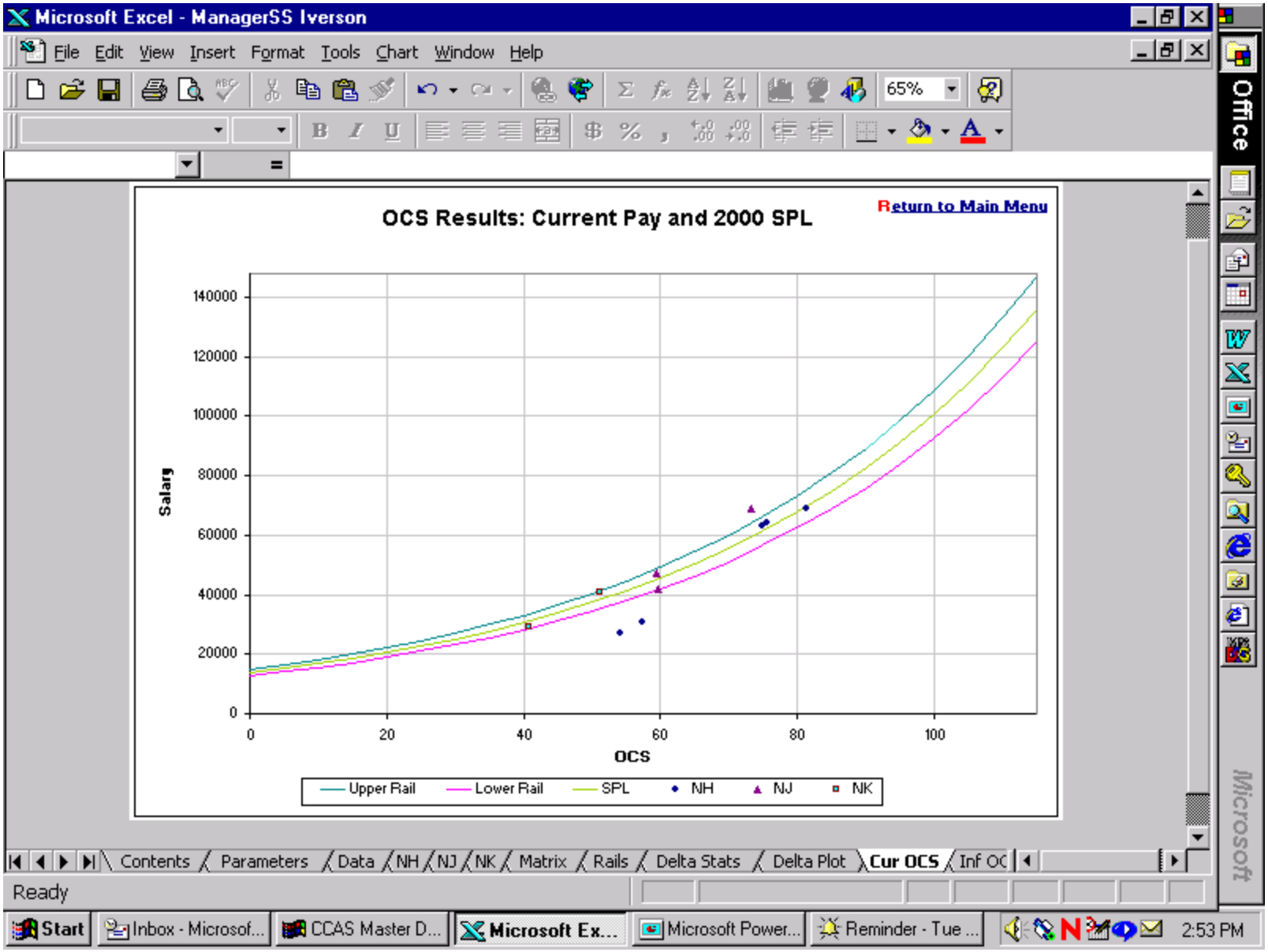

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
MS Sans Serif 10
B6
Return to Main Menu
Return to Data
Factor Matrix
All NH NJ NK
Each list gives the name and integer score on the factor. Use the buttons to rank order the lists by integer score.
Rank Order Lowest to Highest
Rank Order Highest to Lowest
All Career Paths
2000 OCS
NK Irinski 289-13-6297 51
NK Karnes 537-64-2312 41
NJ OConnor 221-39-2874 73
NJ Parsons 521-39-0329 60
NJ Rhone 493-20-3377 60
NH Harris 480-26-3813 57
NH Jerris 289-13-8347 81
NH Lawrence 276-31-8032 54
NH Martinez 121-34-2531 75
NH Nance 378-01-3784 76
NH Career Path
prb solving
team wk
Harris 480-26-3813 37 Harris 480-26-3813 60
Jerris 289-13-8347 82 Jerris 289-13-8347 81
Lawrence 276-31-8032 59 Lawrence 276-31-8032 66
Martinez 121-34-2531 83 Martinez 121-34-2531 76
Nance 378-01-3784 78 Nance 378-01-3784 83
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:48 PM

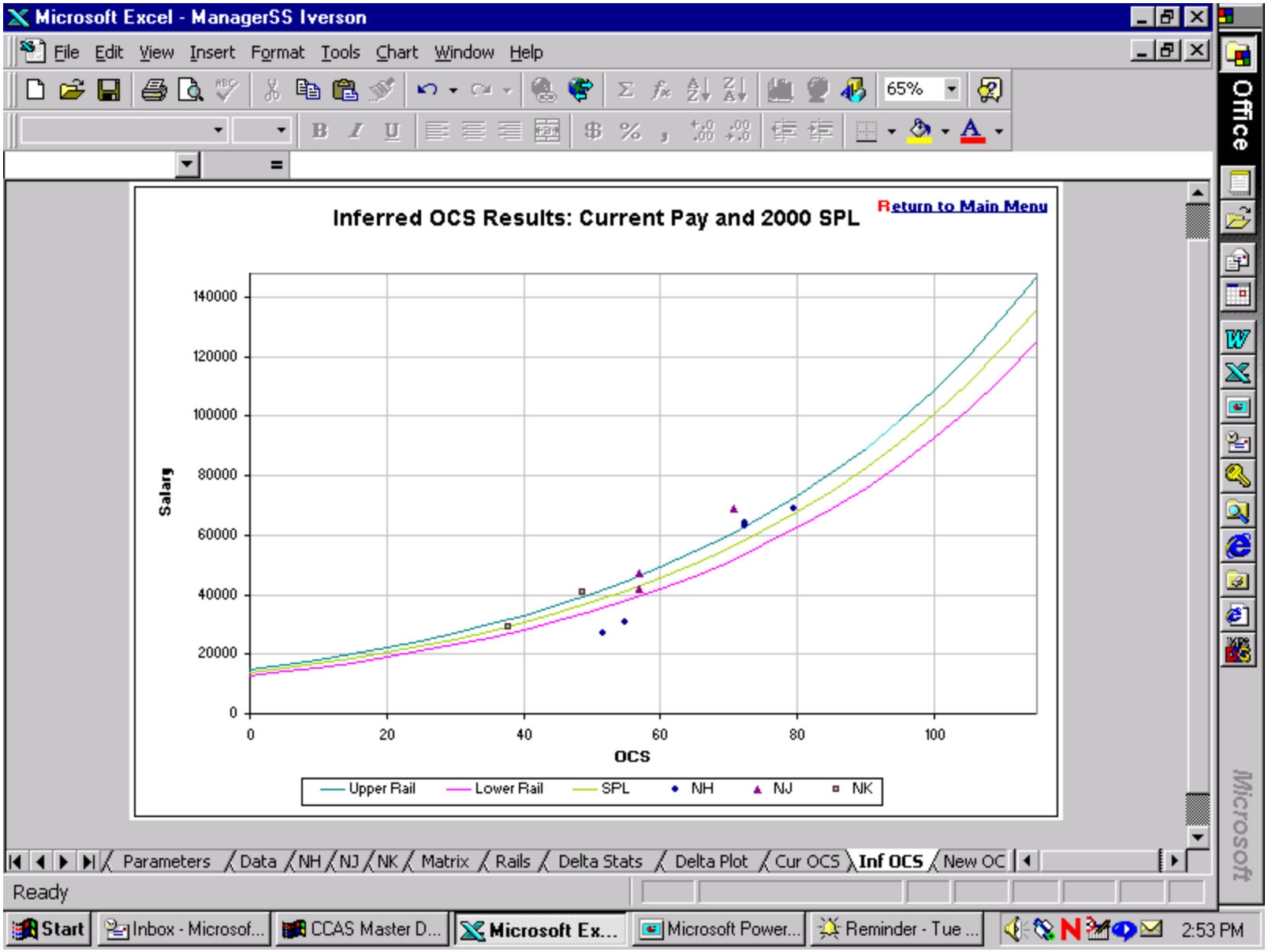

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
MS Sans Serif 10
B6
Return to Main Menu
Return to Data
Factor Matrix
All NH NJ NK
Each list gives the name and integer score on the factor. Use the buttons to rank order the lists by integer score.
Rank Order Lowest to Highest
Rank Order Highest to Lowest
All Career Paths
2000 OCS
NK Karnes 537-64-2312 41
NK Irinski 289-13-6297 51
NH Lawrence 276-31-8032 54
NH Harris 480-26-3813 57
NJ Rhone 493-20-3377 60
NJ Parsons 521-39-0329 60
NJ OConnor 221-39-2874 73
NH Martinez 121-34-2531 75
NH Nance 378-01-3784 76
NH Jerris 289-13-8347 81
NH Career Path
prb solving
Harris 480-26-3813 37
Lawrence 276-31-8032 59
Nance 378-01-3784 78
Jerris 289-13-8347 82
Martinez 121-34-2531 83
team wk
Harris 480-26-3813 60
Lawrence 276-31-8032 66
Martinez 121-34-2531 76
Jerris 289-13-8347 81
Nance 378-01-3784 83
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:48 PM

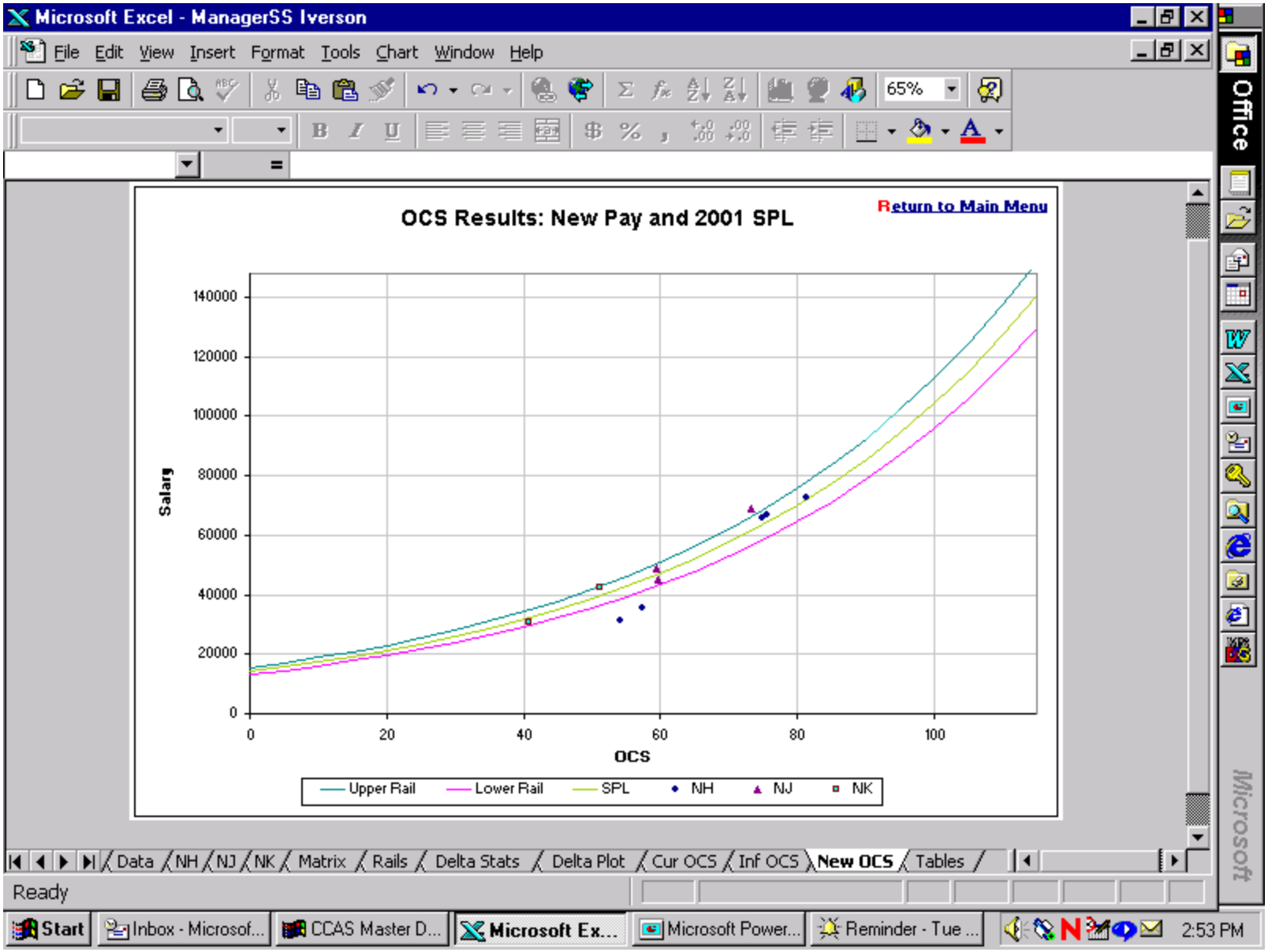

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
SPLslope = 1.0200419
Rails Report
Inferred
NH NJ NK
Rail Zone Number Percent Number Percent Number Percent
A 2 40.0% 2 66.7% 1 50.0%
B 2 40.0% 0 0.0% 0 0.0%
C 1 20.0% 1 33.3% 1 50.0%
Total 5 100.0% 3 100.0% 2 100.0%
Definition of Rail Zone
Inappropriately compensated above the rails
Inappropriately compensated below the rails
Appropriately compensated between the rails
Final
NH NJ NK
Rail Zone Number Percent Number Percent Number Percent
A 0 0.0% 1 33.3% 0 0.0%
B 2 40.0% 0 0.0% 0 0.0%
C 3 60.0% 2 66.7% 2 100.0%
Total 5 100.0% 3 100.0% 2 100.0%
Definition of Rail Zone
Inappropriately compensated above the rails
Inappropriately compensated below the rails
Appropriately compensated between the rails
Upper and Lower Rails
GS-1 Step 1 SPL base CCS Upper Rail Lower Rail SPL
2000 $13,870 1.0200419 min 1.00 $15,280 $13,016 $14,148
max 115.00 $146,748 $125,007 $135,878
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:51 PM

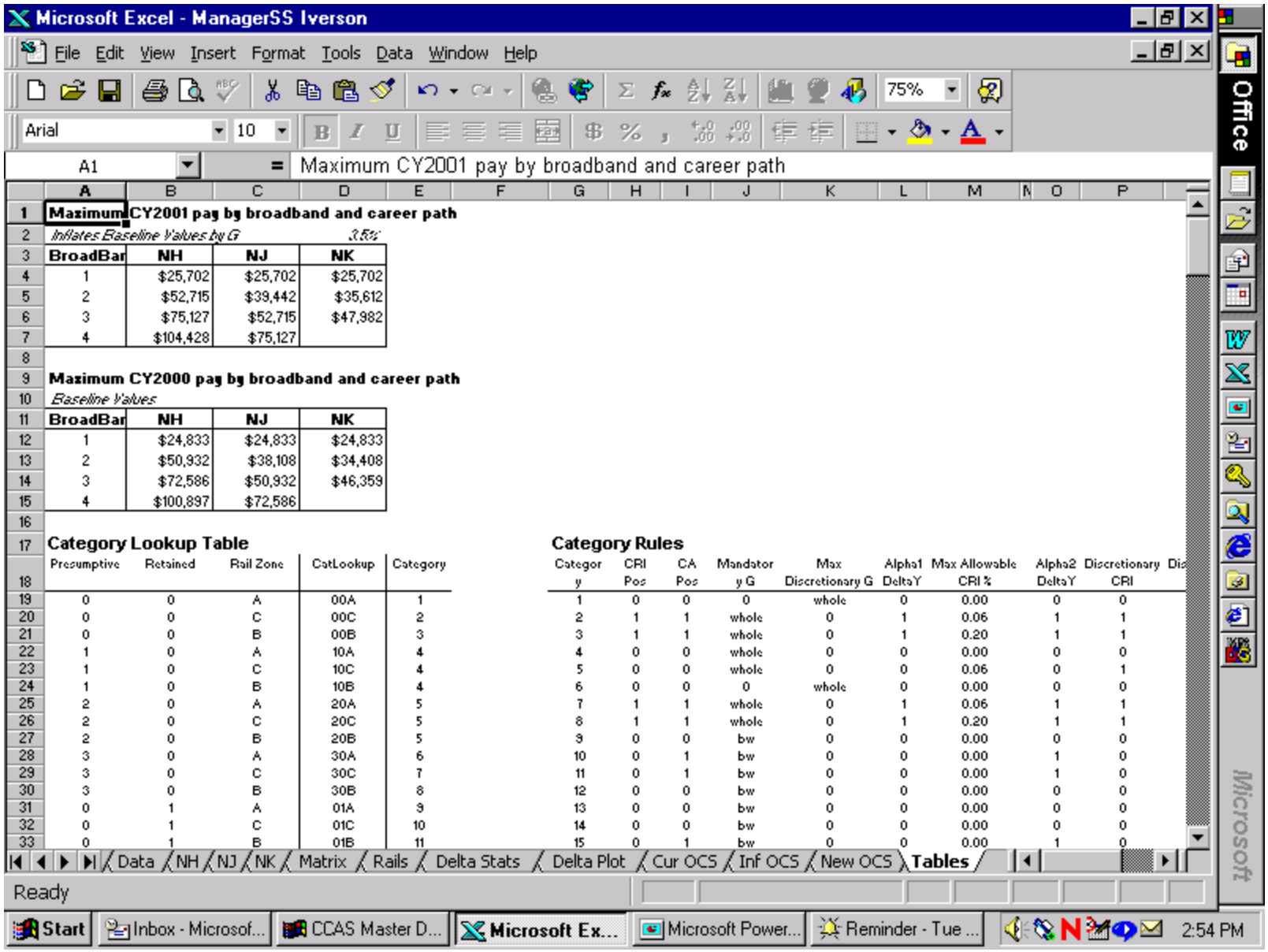

Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
MS Sans Serif 8.5
D34
Return to Main Menu
View Delta OCS Distribution
Show all Supervisors
Hide Supervisors with only 1 employee
Summary Statistics of Delta OCS Score
Average Delta OCS Score Standard Deviation
Overall 6.80 8.98
NH 10.86 10.79
NJ 1.93 5.75
NK 3.95 4.88
NH by 1st Level Supervisor
Stewart 12.45 11.53
Udell 9.80 12.73
NJ by 1st Level Supervisor
Yates 1.93 5.75
NK by 1st Level Supervisor
Stewart 0.50 #DIV/0!
Udell 7.40 #DIV/0!
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Filter Mode
Start
Inbox - Microsoft Outlook
Microsoft PowerPoint - [Ma...
Microsoft Excel - Man...
2:52 PM

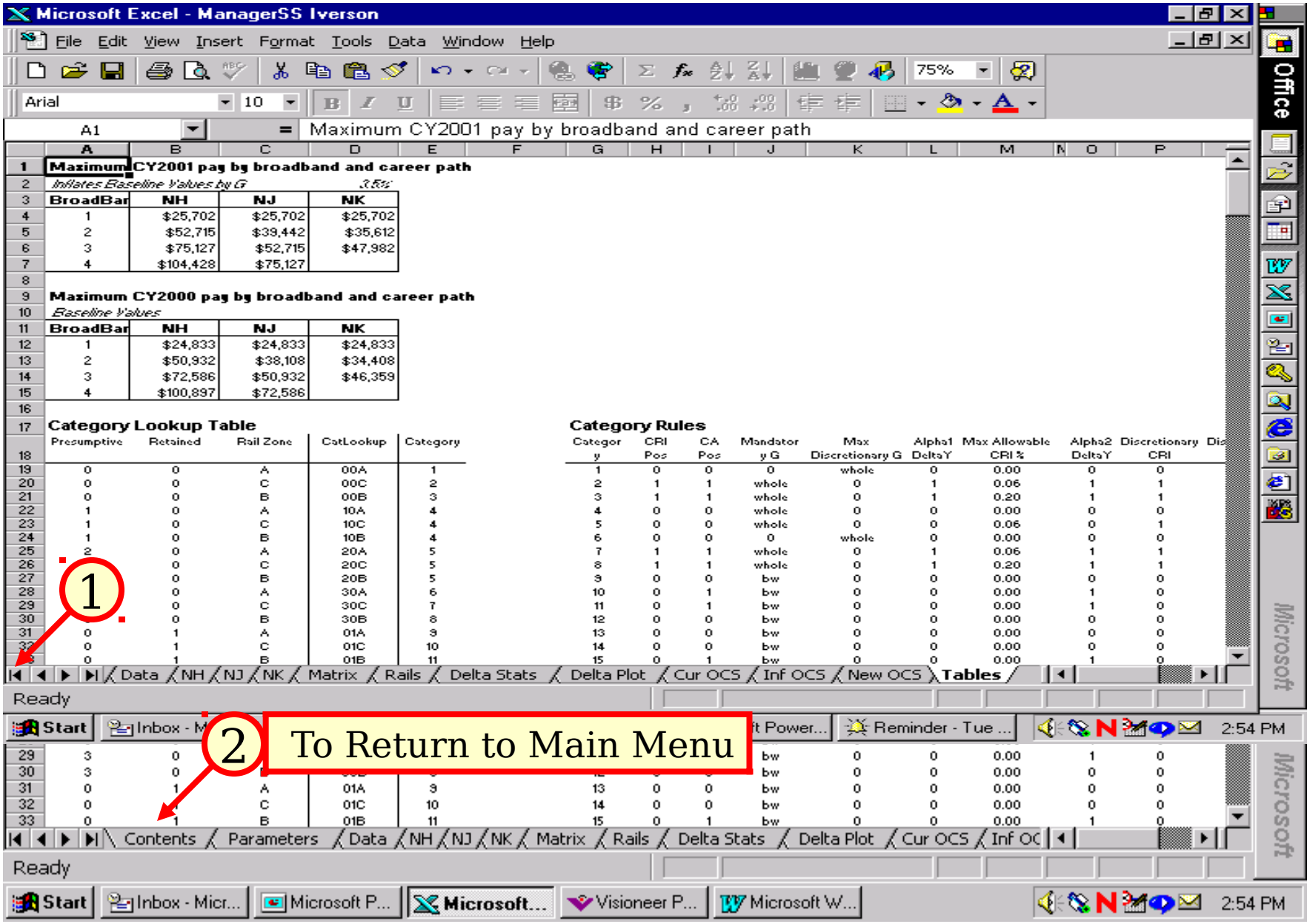

Microsoft Excel - ManagerSS Iverson
Microsoft Excel - CCASv0.20-Army test
Example
Distribution of Delta OCS B
Supervisor sticks out as consistently assigning scores that result in very low Delta OCS values.
The "peak" of each curve occurs at the average Delta OCS value for that supervisor.
Hansen
Iverson
Koenig
Leighton
Olson
Quarles
Stewart
-10
10
30
50
Width
(range of delta OCS's)
[supervisor's standard deviation]


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Chart Window Help
65%
OCS Results: Current Pay and 2000 SPL
Return to Main Menu
Salary
140000
120000
100000
80000
60000
40000
20000
0
0
20
40
60
80
100
OCS
Upper Rail
Lower Rail
SPL
NH
NJ
NK
Contents
Parameters
Data
NH
NJ
NK
Matrix
Rails
Delta Stats
Delta Plot
Cur OCS
Inf OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:53 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Chart Window Help
65%
Inferred OCS Results: Current Pay and 2000 SPL
Return to Main Menu
Salary
140000
120000
100000
80000
60000
40000
20000
0
0
20
40
60
80
100
OCS
Upper Rail
Lower Rail
SPL
NH
NJ
NK
Parameters
Data
NH
NJ
NK
Matrix
Rails
Delta Stats
Delta Plot
Cur OCS
Inf OCS
New OC
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:53 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Chart Window Help
65%
OCS Results: New Pay and 2001 SPL
Return to Main Menu
Salary
140000
120000
100000
80000
60000
40000
20000
0
0
20
40
60
80
100
OCS
Upper Rail
Lower Rail
SPL
NH
NJ
NK
Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OCS New OCS Tables
Ready
Start
Inbox - Microsof...
CCAS Master D...
Microsoft Ex...
Microsoft Power...
Reminder - Tue ...
2:53 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
A1 = Maximum CY2001 pay by broadband and career path
Maximum CY2001 pay by broadband and career path
Inflates Baseline Values by G 3.5%
BroadBar NH NJ NK
1 $25,702 $25,702 $25,702
2 $52,715 $39,442 $35,612
3 $75,127 $52,715 $47,982
4 $104,428 $75,127
Maximum CY2000 pay by broadband and career path
Baseline Values
BroadBar NH NJ NK
1 $24,833 $24,833 $24,833
2 $50,932 $38,108 $34,408
3 $72,586 $50,932 $46,359
4 $100,897 $72,586
Category Lookup Table
Presumptive Retained Rail Zone CatLookup Category
0 0 A 00A 1
0 0 C 00C 2
0 0 B 00B 3
1 0 A 10A 4
1 0 C 10C 4
1 0 B 10B 4
2 0 A 20A 5
2 0 C 20C 5
2 0 B 20B 5
3 0 A 30A 6
3 0 C 30C 7
3 0 B 30B 8
0 1 A 01A 9
0 1 C 01C 10
0 1 B 01B 11
Category Rules
Category CRI Pos CA Pos Mandatory G Max Discretionary G Alpha1 DeltaY Max Allowable CRI % Alpha2 DeltaY Discretionary CRI
1 0 0 0 0 0.00 0 0
2 1 1 whole 0 1 0.06 1 1
3 1 1 whole 0 1 0.20 1 1
4 0 0 whole 0 0 0.00 0 0
5 0 0 whole 0 0 0.06 0 1
6 0 0 0 whole 0 0.00 0 0
7 1 1 whole 0 1 0.06 1 1
8 1 1 whole 0 1 0.20 1 1
9 0 0 bw 0 0 0.00 0 0
10 0 1 bw 0 0 0.00 1 0
11 0 1 bw 0 0 0.00 1 0
12 0 0 bw 0 0 0.00 0 0
13 0 0 bw 0 0 0.00 0 0
14 0 0 bw 0 0 0.00 0 0
15 0 1 bw 0 0 0.00 1 0
Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OCS New OCS Tables
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:54 PM


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
Arial 10
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Inflates Baseline Values by G 3.5%
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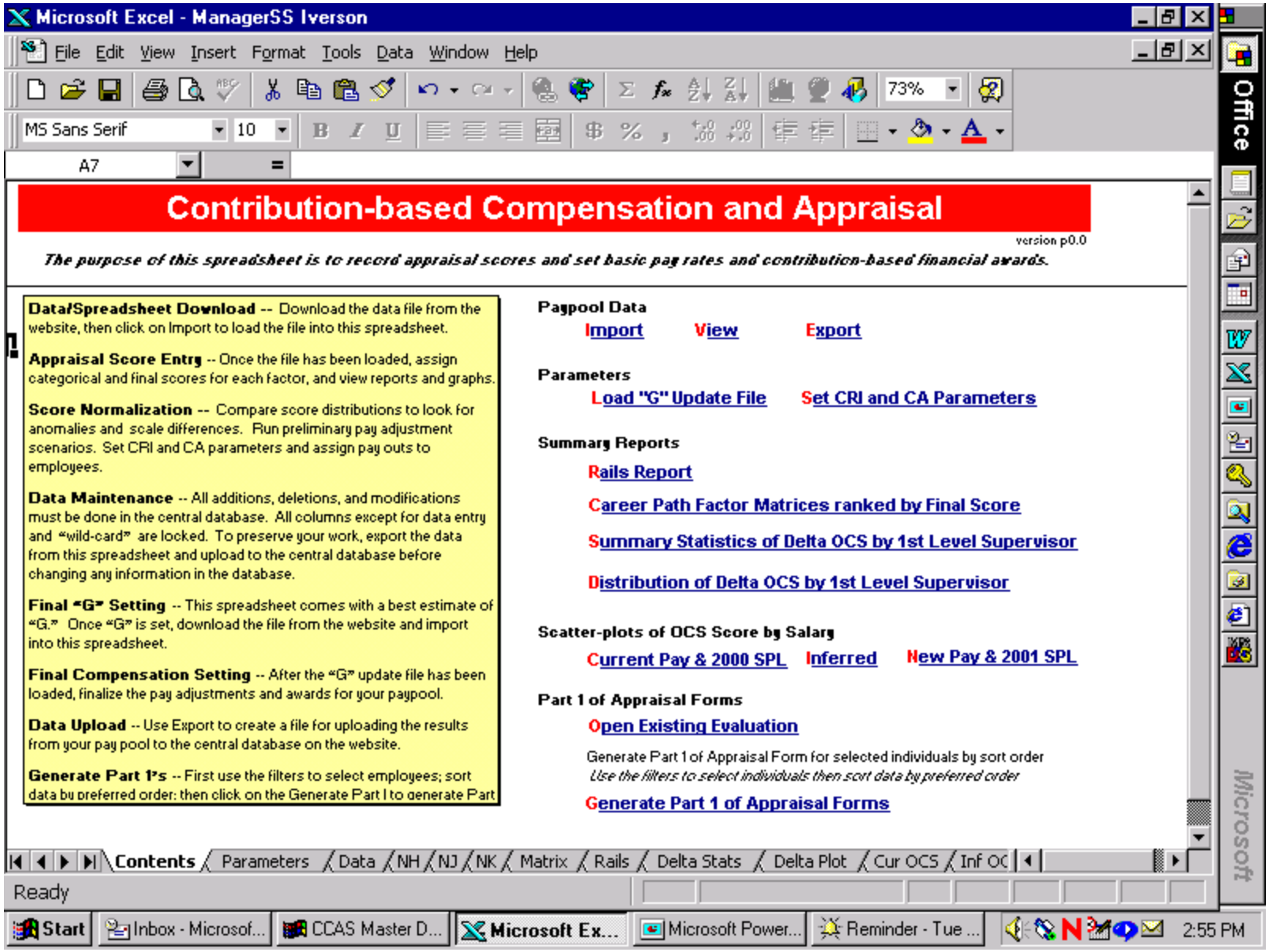
1 $25,702 $25,702 $25,702
2 $52,715 $39,442 $35,612
3 $75,127 $52,715 $47,982
4 $104,428 $75,127
Maximum CY2000 pay by broadband and career path
Baseline Values
BroadBar NH NJ NK
1 $24,833 $24,833 $24,833
2 $50,932 $38,108 $34,408
3 $72,586 $50,932 $46,359
4 $100,897 $72,586
Category Lookup Table
Presumptive Retained Rail Zone CatLookup Category
Category Rules
Categor y CRI Pos CA Pos Mandator y G Max Discretionary G Alpha1 DeltaY Max Allowable CRI % Alpha2 DeltaY Discretionary CRI
1
2
To Return to Main Menu
Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OCS New OCS Tables
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Micr... Microsoft P... Microsoft... Visioneer P... Microsoft W... 2:54 PM
Office
Microsoft


Microsoft Excel - ManagerSS Iverson
File Edit View Insert Format Tools Data Window Help
MS Sans Serif 10
A7
Contribution-based Compensation and Appraisal
version p0.0
The purpose of this spreadsheet is to record appraisal scores and set basic pay rates and contribution-based financial awards.
Data/Spreadsheet Download -- Download the data file from the website, then click on Import to load the file into this spreadsheet.
Appraisal Score Entry -- Once the file has been loaded, assign categorical and final scores for each factor, and view reports and graphs.
Score Normalization -- Compare score distributions to look for anomalies and scale differences. Run preliminary pay adjustment scenarios. Set CRI and CA parameters and assign pay outs to employees.
Data Maintenance -- All additions, deletions, and modifications must be done in the central database. All columns except for data entry and "wild-card" are locked. To preserve your work, export the data from this spreadsheet and upload to the central database before changing any information in the database.
Final "G" Setting -- This spreadsheet comes with a best estimate of "G." Once "G" is set, download the file from the website and import into this spreadsheet.
Final Compensation Setting -- After the "G" update file has been loaded, finalize the pay adjustments and awards for your paypool.
Data Upload -- Use Export to create a file for uploading the results from your pay pool to the central database on the website.
Generate Part 1's -- First use the filters to select employees; sort data by preferred order; then click on the Generate Part I to generate Part
Paypool Data
Import View Export
Parameters
Load "G" Update File Set CRI and CA Parameters
Summary Reports
Rails Report
Career Path Factor Matrices ranked by Final Score
Summary Statistics of Delta OCS by 1st Level Supervisor
Distribution of Delta OCS by 1st Level Supervisor
Scatter-plots of OCS Score by Salary
Current Pay & 2000 SPL Inferred New Pay & 2001 SPL
Part 1 of Appraisal Forms
Open Existing Evaluation
Generate Part 1 of Appraisal Forms
Use the filters to select individuals then sort data by preferred order
Contents Parameters Data NH NJ NK Matrix Rails Delta Stats Delta Plot Cur OCS Inf OC
Ready
Start Inbox - Microsof... CCAS Master D... Microsoft Ex... Microsoft Power... Reminder - Tue ... 2:55 PM
Office
Microsoft

From: John Iverson
Sent: Monday, October 25, 2000 12:06 PM
To: Data Maintainer
Subject: CCAS Spreadsheet

SAMPLE EMAIL